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against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States parties

IRELAND

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   European Communities (Employment Equality) Regulations, 1985

3. Code of Practice on Equality of Opportunity in Employment. Issued by the Employment Equality Agency in 1983.

4. Summary of Social Insurance and Social Assistance Services.

5. Equality for Men and Women in Social Welfare - a guide. Department of Social Welfare.

6. a) Irish Women, Agenda for Practical Action. Report of the Working Party on Women's Affairs and Family Law Reform, 1985. b) A Fair Deal for Women. Report on Achievements 1987.

7. Information Series produced by the Office of the Minister of State for Women's Affairs. Series includes; Working for Women, 100 Years of the Irish Women's Movement, Women and the Law, Guide to Pre-School Facilities, Information for Widows, Marriage and Family Law.

8. Women's Health Week, organised by the Office of the Minister of State for Women's Affairs, 1986.

9. Newsletters from the Minister of State for Women's Affairs, 1985, 1986.

10. Women Mean Business - An Introduction to setting up your own small business. Office of the Minister of State for Women's Affairs, 1986.

11. Women's Enterprise Day - Seminars, lectures and workshops organised by the Office of the Minister of State for Women's Affairs, 1986.

12. National Report of Ireland at the close of the United Nations Decade for Women, 1985.

13. Women In the Labour Force by John Blackwell, funded by the Employment Equality Agency, 1986.

14. Irish Women into Focus, the development of women's rights in Ireland. Produced by the Office of the Minister of State for Women's Affairs, 1987.

Introduction

1. Ireland lodged its Instrument of Accession to the United Nations Convention on the Elimination of All Forms of Discrimination against Women with the UN Secretariat on 22 December, 1985. In doing so, the Irish Government met the commitment which it had made at the World Conference to close the United Nations Decade for Women in Nairobi, that Ireland would accede to the Convention before the close of the Decade in 1985.

2. Because of initiatives which it had taken subsequently, the Irish Government was in a position to be able to withdraw - in December, 1986 - three of the reservations which were lodged when Ireland acceded to the Convention. The withdrawal of the reservations arises from:-

   (i) the enactment of the Irish Nationality and Citizenship Act, 1986, which removes the differentiation of treatment between men and women and provides that both the foreign husbands and the foreign wives of Irish citizens can obtain citizenship as of right after three years of marriage;

   (ii) the enactment of the Domicile and Recognition of Foreign Divorces Act, 1986, which removed from the Statute book the rule that a married woman take the domicile of her husband and clarified the position on the recognition of foreign divorces in the new situation; and

   (iii) the full implementation of the Social Welfare (No. 2) Act, 1985, which provides for equal treatment for men and women in matters of social welfare.

3. Ireland has considered the guidelines adopted by the Committee on the Elimination of All Forms of Discrimination against Women and has prepared its report in accordance with those guidelines and with Article 18 of the Convention.

4. This Report is divided into three parts and as a whole attempts to portray the actual reality in Ireland and not just the legal regime. Part I outlines the Irish political, legal and administrative system and highlights particular aspects which are of special relevance to women. Part II describes on an Article by Article basis the legislative, judicial, administrative or other measures which have been adopted in Ireland to give effect to the provisions of the Convention. Finally, Part III of the Report contains a number of Appendices of relevance to Ireland's reporting obligations under the Convention.

PART I

The Irish political, legal and administrative system.

Constitution of Ireland

The basic law of the State is the Constitution of Ireland adopted by Referendum in 1937. It is the successor of the 1919 Constitution of Dáil Éireann (the House of Representatives) and of the 1922 Constitution of the Irish Free State.

The Constitution states that all legislative, executive and judicial powers of Government derive from the people. It sets out the form of Government and defines the powers of the President of Ireland, the Parliament (in the Irish language, Oireachtas) and of the Government. It also defines the structure and powers of the Courts, sets out fundamental rights of citizens and contains a number of directive principles of social policy for the general guidance of the Oireachtas.

The Constitution outlines what are considered the fundamental rights of the citizen. The definition of rights covers five broad headings: Personal Rights, The Family, Education, Private Property and Religion.

Personal Rights: the Constitution declares that all citizens are equal before the law and enunciates the right of habeas corpus, freedom of speech and assembly, freedom of religion and freedom from class discrimination.

The Family: through the Constitution the State guarantees to protect the family and the institution of marriage.

Education: the State recognises the primacy of the family in the education of children and undertakes to provide free primary education and to supplement and aid private educational initiative with due regard to the rights of parents.

Private Property: the right to hold private property is guaranteed and is subject only to the exigencies of the common good.

Religion: the Constitution guarantees freedom of conscience and the free profession and practice of religion, subject only to public order and morality.

The Constitution may be amended only as a result of a Bill passed by the Oireachtas (Parliament) and subsequently approved by a referendum. Up to 1986 nine amendments to the Constitution had been approved by referendum.

Any citizen has the right to petition the Courts to secure his/her rights under the Constitution or to have a judgement pronounced as to whether legislation is compatible with the Constitution. Moreover, the President may before signing a Bill which has been passed by both Houses of the Oireachtas refer it to the Supreme Court for a decision on its compatibility with the Constitution. These procedures have been employed on a number of occasions.

The Legislature

Ireland is a parliamentary democracy. The national Parliament (Oireachtas) consists of the President and two Houses: a House of Representatives (Dáil Éireann) and a Senate (Seanad Éireann). The functions and powers of the President, Dáil and Seanad derive from the Constitution of Ireland and law. All laws passed by the Oireachtas must conform to the Constitution.

Under the Constitution, the sole power of making laws is vested in the Oireachtas. The only exception is in the area of European Community law where certain measures taken by the European Communities have direct application in Ireland. This exception necessitated an amendment to the Constitution in 1972 which was approved by a referendum.

The President is Head of State only; he/she does not have executive functions. The President normally acts on the advice and authority of the Government. On the nomination of Dáil Éireann he/she appoints the Taoiseach (Prime Minister) and on the advice of the Taoiseach and with the prior approval of Dáil Éireann he/she appoints members of the Government.

Government policy and administration may be examined and criticised in both Houses, but under the Constitution the Government is responsible to the Dáil alone.

Dáil Éireann

Dáil Éireann, has 166 members called Teachtaí Dála (TDs). Members are returned by the 41 constituencies into which the country is at present divided and no constituency may return less than three members. The total number of members of the Dáil may not be fixed at more than one member for each 20,000 of the population or less than one member for each 30,000 of the population.

Seanad Éireann

Seanad Éireann has sixty members. Eleven are nominated directly to the House by the Taoiseach (Prime Minister). Forty-three are elected from five panels of candidates - the Cultural and Educational Panel, the Agricultural Panel, the Labour Panel, the Industrial and Commercial Panel and the Administrative Panel. Each panel contains the names of person with knowledge and practical experience of the interests represented by the panel. The remaining six are elected by th Universities - three by the National University of Ireland and three by the University of Dublin.

The powers of the Seanad, as defined by the Constitution, are in general less than those of the Dáil. It has complementary powers with the Dáil in broad areas such as the removal from office of a President or a judge; the declaration and termination of a state of emergency; the initiation of Bills other than Money Bills; and the annulment of statutory instruments.

Parliamentary Committees

There is a system of Parliamentary Committees in operation within the Oireachtas. The work of these Committees covers *inter alia* national legislation, European Communities legislation, Co-operation with Developing countries, public accounts, commercial State-Sponsored Bodies and the efficient running of the Parliament. In addition, there are a number of *ad hoc* Committees which deal with subjects such as Women's Rights, Crime and other issues which have been referred to them by the Oireachtas to examine and report upon. A common feature of most of the Committees is that, to enable them to report and make recommendations to Parliament, they are empowered to request official papers and to hear evidence from individuals. Their findings are not binding. The reports of the Committees are laid before the Oireachtas which decides what action, if any, is necessary.

It is a matter for the Oireachtas to decide upon the number and range of Committees which should be established, together with their terms of reference.

Electoral System

In Ireland citizens have the opportunity to take part in the political process by casting a vote in four decision-making procedures:

(1) the election of the President every seven years;
(2) referendums on proposed constitutional amendments;
(3) elections to Local Authorities, usually every five years;
(4) parliamentary elections, which occur under present legislation at least every five years.

The electoral system in General Elections to the Dáil is proportional representation by means of the single transferable vote in multimember constituencies. It is also used for election of 49 of the 60 members of the Seanad, members of the Local Authorities, and of the President.

The Civil Service

The legal basis for the present Irish system of public administration is contained in the Ministers and Secretaries Act of 1924. This Act, and its subsequent amendments, provides a statutory classification of the functions of Government under the various Departments of State. At present there are seventeen Government Departments. Each Department is the responsibility of one of the fifteen Ministers of Government: an individual Minister may be allotted more than one Department. In some Departments the Minister may be assisted by a Minister of State, of whom there are fifteen at present; they are not Cabinet members.

Ministers are responsible for all the actions of their Departments. However, the day-to-day administration of a Department's functions is overseen by its Secretary, who is a Civil Servant.

The Civil Service is independent in the performance of its functions and Civil Servants are precluded from involvement in party political activity. Recruitment to the Civil Service is by open public competition administered by an independent State commission. The Civil Service comprises a number of grades with different functions. The principle grade categories are: administrative, responsible for policy formulation; technical and scientific, providing specialist advice within the Civil Service; executive, involved in the implementation of policy; and clerical, responsible for general duties. At present there are more than 30,000 people employed in the Civil Service.

State-Sponsored Bodies

In Ireland, State-Sponsored Bodies represent a highly important aspect of the economic and social infrastructure of the State. There are now approximately 100 State-Sponsored Bodies engaged in a wide variety of activities and employing approximately 80,000 people. In 1985, the combined turnover of the commercial State-sponsored Bodies was almost £4 billion. The major organisations operate in such areas as public utilities, transport, trading companies and promotional agencies. Other State-sponsored Bodies are engaged in the areas of health care, education and research, culture, fisheries and corporate finance.

Within general policy guidelines laid down by the Government, or by way of legislation State-sponsored Bodies have a significant amount of autonomy. Although the Government or an individual Minister usually appoints members to the Boards or Councils of the Bodies, they are not subject to detailed ministerial control over day-to-day matters.

Local Government

The Irish local government system comprises 115 elected Local Authorities of various types representing towns, cities and counties.

The present-day structure of local government in Ireland predates the foundation of the State and owes its origins to the rationalisation which followed the enactment of the Local Government (Ireland) Act of 1898 which divided the country into county districts. At present the elected Local Authorities are the 27 County Councils, 4 County Borough Corporations, 7 Borough Corporations, 49 Urban District Councils and 28 incorporated towns.

The principal Local Authority unit is, however, the County Council or Borough Corporation. For the most part Local Authorities operate under the supervision of the Minister for the Environment.

Legal System

Irish law is based on English common law as modified by subsequent legislation and/or the Constitution of 1937. Statutes passed by the English Parliament before 1921 and which have not been found incompatible with the Constitution have the force of law in Ireland unless repealed by the Irish Parliament. In accordance with the Constitution, justice is administered in public courts established by law. Judges are appointed by the President on the advice of the Government. They are normally senior practising members of the legal profession. They are guaranteed independence in the exercise of their functions and can be removed from office for misbehaviour or incapacity only by resolution of Parliament.

With regard to international law, Article 29.6 of the Irish Constitution provides that no international agreement shall be part of domestic law except as may be determined by the Oireachtas (Parliament). Article 29.3 of the Constitution states that Ireland accepts the generally recognised principles of international law as its rule of conduct in its relations with other States.

The court of summary jurisdiction is the District Court. The country is divided into 24 court districts. The District Court is presided over by a judge called a District Justice sitting without a jury. It tries minor criminal offences and has powers to impose prison sentences up to a maximum of two years. The District Court also handles minor civil cases.

More serious cases are tried by the Circuit Court. The country is divided into eight court circuits. The Circuit Court is presided over by a judge sitting with a jury of twelve ordinary citizens. It can try all criminal cases except murder, treason, piracy and allied offences. The jurisdiction of the Circuit Court in civil cases is limited unless both parties consent to its jurisdiction being unlimited. It also acts as an appeal court from the District Court.

The High Court has full original jurisdiction and determining power in all matters of law or fact, civil or criminal. It can decide the validity of any law, having regard to the provisions of the Constitution. The High Court is normally presided over by a judge sitting with a jury of twelve ordinary citizens. The majority of civil actions tried before the High Court involves claims for compensation arising out of road traffic or industrial accidents. When trying criminal cases the High Court is known as the Central Criminal Court. The High Court hears appeals from the Circuit Court in civil cases.

There is legislation providing for the establishment of Special Criminal Courts whenever the Government is satisfied that the ordinary courts are inadequate to secure the effective administration of justice and the preservation of public peace and order. There is no jury in cases heard before these Courts but procedure governing them is the same as in criminal trials generally. Not less than three judges may constitute the Court. A Special Criminal Court consisting of both serving and retired members of the judiciary has been in existence since 1972.

Criminal appeals from the Circuit Court, the Central Criminal Court and the Special Criminal Court are heard by the Court of Criminal Appeal, a court consisting of three judges drawn from the High Court and Supreme Court.

The Supreme Court is the court of final appeal. It consists of the Chief Justice and six other judges. It hears appeals from the High Court and the Court of Criminal Appeal and is empowered to decide if the provisions of any Bill passed by the Oireachtas are repugnant to the Constitution on the matter being referred to the Court by the President. The Supreme Court may also deem aspects of existing legislation to be unconstitutional.

Although there is a limited right of private prosecution, most criminal prosecutions are instituted by the Director of Public Prosecutions on behalf of the State. The Director is a State official, independent of Government in the performance of his/her functions. In civil proceedings the State is represented by the Attorney General. While not a member of Government the Attorney's tenure of office is normally coterminous with that of the Government. He/she acts as legal advisor to the Government and may attend Cabinet meetings.

Population

In 1841 the area comprising the present Irish State (6890 sq. km.) had a population of 6.5 million. However a catastrophic potato famine occurred in 1846 and 1847. The census of 1851 showed a massive decline in population to 5.1 million for the same area, due to famine -related mortality and large-scale emigration.

The outflow thus begun became a dominant feature of Irish population patterns over the succeeding years. By 1961 the population of Ireland (Republic) stood at 2.8 million, the lowest census figure on record. However, from 1961 onwards the pattern changed. A combination of natural increase and a reversal of the emigration trend to one of inward net immigration produced an average annual rise in population of 1.5% in the period 1971-81. At the 1981 census the total population of Ireland (Republic) was 3,443,405.

58% of the population live in towns and villages of 1,000 people or more. Overall population density is 50 persons per square kilometre with large variations between the east and south, where densities are highest, and the less populous west. A high proportion of the population is concentrated in the younger age-groups. About 50% of the population is under 25 and about 30% under 15.

The majority of Irish people belong to Christian denominations. At the 1981 census 93.0% of the population of Ireland (Republic) were Roman Catholic, 3.4% were Protestant (2.8% Church of Ireland, 0.4% Presbyterian, 0.2% Methodist)and 0.06% were Jewish. The remainder belonged either to smaller religious groups, many of them newly-established, or had no specific religious beliefs.

Women in Irish Society

The formal equality in law of all citizens is set out in the 1937 Constitution of Ireland (Article 40.1). Over the past twenty years or so, Ireland has seen an impressive list of legislative achievements and the establishment of administrative structures which have helped to enhance the status of Irish women in many areas.

Ireland has had a strong tradition of women as accepted and valued participants in political life. As early as 1919, Ireland's first Republican Government appointed a Woman Minister for Labour - Constance Markievicz - and the Republican Movement around that time was supported by Cumann na mBan - a women's political group organised on a national scale. This ambitious start to the early involvement of women in Irish political life was not, however, evenly sustained in later years.

The advent of the 1960s saw external forces merge with internal developments in Ireland to create a climate in which a range of disadvantages and discriminations against women was enumerated and articulated along with demands for reform. The feminist movement arrived in Ireland at a time when the population had begun to grow after decades of decline and Ireland had as a result a young age profile (currently 55% of the population is under 30 years of age). It was also a time which saw the introduction of free second level education in 1966 along with a major expansion in higher education.

In 1970 the Government of the day appointed a Commission on the Status of Women, and its Report published in 1972 provided a checklist against which progress on the position of Irish women could be measured. Most of the recommendations identified in that Report have been implemented but a number of other issues of concern to women have since been identified, as have certain inadequacies in the reforming legislation enacted subsequent to the Report.

In 1982 the Government appointed a Minister of State for Women's Affairs and established a Joint Parliamentary Committee on Women's Rights. The Office of the Minister of State, together with this Committee, the Employment Equality Agency and the Council for the Status of Women provide the key focal centres for the promotion of equality and for the formulation and implementation of policy in this area.

The Office of Minister of State for Women's Affairs.

The first Minister of State for Women's Affairs - Nuala Fennell T.D. - was appointed in 1982. The functions of the Minister of State are:

- to compile a Policy Programme on Women's Affairs aimed at eliminating remaining areas of discrimination against women in Irish society and to recommend suitable administrative structures for implementing this programme of reform;

- to act on reports of discrimination or disadvantage suffered by women, either directly or through referral to other agencies;
- to promote and support women's projects and women's work, and to reflect women's views and aspirations at Government level; and
- to co-ordinate, particularly at inter-Departmental level, policy measures affecting women.

Since 1982, the Office of the Minister of State has compiled and is implementing a Policy Programme aimed at eliminating remaining areas where discrimination is seen to exist against women in Irish society and in promoting and supporting women's projects and women's work. From the outset, the Minister of State identified as a priority the need to carry out a detailed analysis of the current status of women in Irish society in the mid-1980s. To this end, she Chaired a Working Party comprising representatives of the major Government Departments, which in May, 1985 produced a Report entitled "Irish Women : Agenda for Practical Action". The Agenda outlined practical measures to assist women which should be taken over time and many of its recommendations have since been put into effect.

The Office of the Minister of State is also involved in support and developmental activities organised by women's groups and in promotional activities in co-operation with Government Departments and State-Sponsored Bodies. Among the most important promotional activities which are outlined in full in the relevant sections of this Report are a country-wide "Women in Business" campaign and a "Women's Health Week" which acted as a forum for women to articulate their specific concerns in this area. In addition, a range of Seminars were organised by the Minister of State on such topics as child care, the UN Decade for Women, equal opportunities in the public service and the like. Direct grants were also made to women's groups involved in such varied activities as adult education assertiveness training, child care, family law reform, support for victims of rape etc.

The Joint Parliamentary Committee on Women's Rights

The Joint Parliamentary Committee was set up in 1983 with the following terms of reference:

(a) to examine or propose legislative measures which would materially effect the interests of women;

(b) to consider means by which any areas of discrimination against women can be eliminated and by which the obstacles to their full participation in the political, social and economic life of the community can be removed;

(c) to consider specific economic and social disadvantages applying to women in the home and, bearing in mind the special nature of their contribution to the community, to recommend effective policy and administrative changes to help eliminate these disadvantages, and to report to the Houses of the Oireachtas thereon.

To date the Committee has produced important reports on education, social welfare, the portrayal of women in the media, and sexual violence.

Committee Reports

The Joint Committee's first Report on Education highlighted the need for affirmative action in all walks of life to help eliminate the problem of discrimination against women. The Committee called for a positive commitment by the Government to eradicate all elements of sexism in the area of education as a necessary first step to bring about a society where equality for all citizens would become a reality. The Committee, in its recommendations advocated, inter alia, the fostering of co-education, curriculum reform to allow wider subject choice, programmes to eliminate sexism in the preparation of students for the teaching profession, in-service training for teachers etc. The Committee's Report was endorsed by the Minister for Education and, as will be seen in the commentary under Article 10 of this Report, many of these recommendations have already been taken on board by the Government in their policy on Education.

In their second Report the Joint Committee concentrated on the field of Social Welfare and highlighted, inter alia, a growing dependence on social welfare as the chief source of income for many families. In 1986, expenditure on Social Welfare in Ireland amounted to some 25% of current Government spending. In their Report, the Committee suggested that women in general do not regard social welfare payments as something to which they are entitled and they feel that there is a stigma attached to applying for and receiving benefits. They recommended that the Department of Social Welfare should be particularly sensitive to the special needs of women and that further attempts should be made to ensure that information and guidance on social welfare entitlements should be written in language that is simple and clearly understood by all. They also made several specific recommendations including: increasing the single woman's allowance - which is at present payable between the ages of 58 and 66 years - and a lowering of the qualifying age to 55 years; provision of child minding facilities in maternity hospitals; and the introduction of paternity leave.

Details of the Committee's Report on the Portrayal of Women in the Media are given in the commentary under Article 5(a) of the Convention. In January 1987, the Committee produced its fourth

Report which deals with Sexual Violence. In this Report, the Committee advocated the criminalisation of sexual violence within marriage and proposed wide-ranging changes within the legal and judicial systems aimed at supporting and protecting complainants in rape cases. The Report also recommended that the definition of rape be broadened and that special structures be established to deal with child sexual abuse.

Employment Equality Agency

The Employment Equality Act, 1977 - which makes it unlawful to discriminate on grounds of sex or marital status in relation to recruitment for employment, conditions of employment, training or in the matter of opportunities for promotion - also provided for the establishment of an Employment Equality Agency.

The Agency, which came into operation on 1st October, 1977, is a statutory body composed of a chairperson and ten ordinary members including representatives of workers, employers and women's organisations. They are appointed by the Minister for Labour for a term of five years.

The main functions of the Agency are to:

- work towards the elimination of discrimination in employment;
- promote equality of opportunity in employment between men and women; and
- keep under review the operation of the Anti-Discrimination (Pay) Act, 1974 and the Employment Equality Act, 1977 and, where necessary, to make proposals for amending either or both of those Acts.

Whereas the Labour Court *has been assigned the main enforcement role under the Employment Equality Act, the Agency has certain enforcement functions also, but only in the public interest. It may conduct formal investigations and, if satisfied that there are practices or conduct which contravene the Anti-Discrimination (Pay) Act 1974, or the Employment Equality Act, 1977, it can issue non-discrimination notices requiring that such practices cease. The Agency is empowered to seek a High Court injunction in respect of persistent discrimination.

*The Labour Court, established under the Industrial Relations Act, 1946, provides machinery for the formal investigation of industrial disputes. The Court consists of a Chairperson and deputy Chairpersons and ordinary members representative of employers and workers.

Moreover, the Agency has the sole right to initiate proceedings in cases of:

- discriminatory advertisements;
- pressure on persons to discriminate; and
- where there is a general policy of discriminatory practices.

The Council for the Status of Women

Following the publication of the Report of the Commission for the Status of Women in 1972, an ad hoc committee of ten women's organisations formed itself into a Council and asked other organisations interested in raising the status of women to become affiliated with a common objective of ensuring the implemention of the recommendations in the Commission's Report. The new organisation, the Council for the Status of Women, now acts as an umbrella organisation for the many women's groups and organisations and it receives almost its entire funds from the State - through the Office of the Minister of State for Women's Affairs - in order to assist its activities. Fifteen years later the objectives of the Council are:

a) to provide liaison between Government Departments and women's organisations;
b) to press for the implementation of the Report of the Commission on the Status of Women;
c) to consider any other legislative proposals of concern to women; and
d) to examine and contest cases of discrimination against women.

As for the Council's ongoing activities, it

- provides an information/referral service for women throughout the country;
- monitors legislation particularly affecting women, submits proposals for amendments and conducts political lobbying on behalf of women;
- highlights women's issues in the media;
- publishes a quarterly Newsletter;
- organises courses for women in Assertiveness Training and Sexuality;

- provides meeting facilities for women's groups;
- organises and assists in the organisation of special conferences relating to women's issues;
- funds and facilitates the National Women's Talent Bank to ensure the participation of women at policy-making level;
- represents women at home and abroad through international contacts;
- gives advice and financial help through European Community funds to member organisations who wish to organise conferences, seminars etc. on subjects relating to the European Communities; and
- acts as a consultant body to the Curriculum and Examinations Board of the Department of Education.

Part II

Description, on an Article by Article basis, of the legislative, judicial, administrative or other measures which have been adopted in Ireland to give effect to the provisions of the Convention.

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

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1. In the case of Ireland, provisions exist both in the 1937 Constitution and in subsequent legislation enacted by the Oireachtas (Parliament) to give effect to this Article.

2. Article 40.1 of the Constitution states that:

> "All citizens shall, as human persons, be held equal before the law. This shall not be held to mean that the State shall not in its enactments have due regard to differences of capacity, physical and moral, and of social function."

The guarantee provided by Article 40.1 has been interpreted in Irish case law as follows:

> "This provision is not a guarantee of absolute equality for all citizens in all circumstances but it is a guarantee of equality as human persons and (as the Irish language text of the Constitution makes quite clear) is a guarantee related to their dignity as human beings and a guarantee against any inequalities grounded upon an assumption, or indeed a belief, that some individual or individuals or classes of individuals, by reason of their human attributes or their ethnic or racial, social or religious background, are to be treated as the inferior or superior of other individuals in the community." (Quinns Supermarket v Attorney General 1972 Irish Reports 1)

2. The concept of discrimination has been defined in recent equality legislation, viz. the Anti-Discrimination (Pay) Act, 1974, the Employment Equality Act, 1977 and the Unfair Dismissals Act, 1977. However, this concept is under continuing and urgent examination with a view to identifying and eliminating areas in which it continues to exist.

The Anti-Discrimination (Pay) Act, 1974 provides that:

> "it shall be a term of contract under which a woman is employed in any place that she shall be entitled to the same rate of renumeration as a man w is employed in that place by the same employer.... i both are employed on like work". (Section 2(1));

The Act stipulates that two persons shall be employed in like work:-

(a) where both perform the same work under the same or similar conditions, or where each is in ever respect interchangeable with the other in relation to the work; or

(b) where the work performed by one is of a similar nature to that performed by the other and any differences between the work performed or the conditions under which it is performed by each occur only infrequently or are of small importance in relation to the work as a whole;

(c) where the work performed by one is equal in val to that performed by the other in terms of the demands it makes in relation to such matters as skill, physical or mental effort, responsibilit and working conditions.

Finally, the Act also provides that where, after its commencement, an agreement or order contains a provision in which differences in rates of remuneration are based or related to the sex of employees, such a provision sha be null and void.

It will be noted from the foregoing that the definition discrimination enshrined in the 1974 Act makes no reference to marital status. It is designed to provide for equal treatment between men and women, regardless of their marital status. The Employment Equality Act, 1977 addresses the question of marital status as well as simp discrimination between men and women. It defines discrimination as follows: -

a) where by reason of his sex a person is treated less favourably than a person of the opposite se

b) where because of his marital status a person is treated less favourably than another person of th same sex;

c) where because of his sex or marital status a person is obliged to comply with a requirement, relating to employment or membership of a body .... which is not an essential requirement for such employment or membership and in respect of which the proportion of persons of the other sex or (as the case may be) of a different marital status but of the same sex able to comply is substantially higher;

d) where a person is penalised for having in good faith;-

(i) availed of the grievance procedures under the 1974 and 1977 Acts;

(ii) opposed by lawful means an act which is unlawful under both Acts;

(iii) given evidence in any proceedings under both Acts;

(iv) given notice of an intention to do anything referred to in subparagraphs (i) to (iii) above.

The Unfair Dismissals Act, 1977 provides redress for employees who are unfairly dismissed from their employment. Among the grounds which the Act stipulates that unfair dismissal is deemed to have taken place are: -

- the employee's membership of a trade union;
- the religious or political opinions of the employee;
- the race or colour of the employee; and
- the pregnancy of the employee or matters connected therewith.

In the case of all three Acts quoted in the foregoing, specific sanctions are provided for in the case of persons who contravene their provisions.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realisation of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organisation or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Article 2 (a)

To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realisation of this principle;

As already outlined in detail in the commentary on Article 1, the principle of equality of men and women is embodied in Article 40.1 of the Irish Constitution. Insofar as legislation is concerned, this principle is embodied in the Anti-Discrimination (Pay) Act 1974, the Employment Equality Act, 1977 and the Unfair Dismissals Act, 1977.

Article 2 (b)

To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

Constitutional rights can be invoked by individuals before the Irish courts in a number of ways. For example an aggrieved individual can seek a declaration from the courts that his or her constitutional rights have been infringed and obtain an order for an approved remedy.

At present equality legislation in Ireland addresses conditions of employment and social welfare. Proposals for equality legislation in other areas such as access to goods, facilities and services etc. are under examination.

As regards employment and social welfare, Irish legislation gives effect to three Directives which have been adopted by the European Economic Communities, of which Ireland has been a Member since 1973, namely:-

- the Anti-Discrimination (Pay) Act, 1974, which was designed to give effect to Directive 75/117/EEC;
- the Employment Equality Act, 1977, and the Unfair Dismissals Act 1977, to give effect to Directive 76/207/EEC;
- the Social Welfare (No. 2) Act, 1985, to give effect to Directive 79/7/EEC.

These three Acts provide for a range of sanctions against infringements which are described further in the context of Article 2(c).

Irish Initiative at European Communities level

A recommendation on Positive Action in Favour of Women was adopted on the inititative of the Irish Presidency of the European Communities in 1984. Under the terms of the instrument, Member States are recommended to adopt a

Positive Action Policy, within the framework of national policies and practices, designed to eliminate de facto inequalities affecting women in working life and to promote a better balance between the sexes in employment, in order to:

(a) eliminate or counteract the prejudicial effects on women in employment which arise from existing social attitudes, behaviours and structures based on the idea of a traditional division of roles in society between men and women; and

(b) encourage the participation of women in various occupations in those sectors of working life where they are at present under-represented, particularly in the sectors of the future, and at higher levels of responsibility.

The need for Positive Action in favour of women within the Member States of the European Communities became apparent despite the legislation which had been enacted by the Member States defining a floor of rights for women at work. There were signs that progress towards equal opportunities was losing momentum. Positive Action was therefore introduced as an attempt to realise substantive equality of opportunity - as opposed to formal equality of opportunity, which is achieved when no legal or quasi-legal obstacle faces a woman as compared to a man.

Other Measures

At the national level, the Irish Government, in 1984, approved a set of proposals for a policy of specific encouragement of women in the workforce to participate in training and promotional opportunities and to articulate their needs and requirements. This strategy of Positive Action was recommended to State-sponsored bodies initially. As a result, most of the key State-Sponsored bodies have issued formal policy statements on equality, have assigned special responsibility for implementing policy and for monitoring and collecting data relating to the policy. As a follow-up to this first initiative, in 1986 the Government adopted Equal Opportunity Policy and Guidelines for the Civil Service in agreement with trade union interests. The objective of this policy - which includes appropriate monitoring arrangements - is to achieve fuller participation by women at all levels in the Civil Service.* Many employers in the private sector also adopted initiatives along these lines.

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* The full text of the Government's Positive Action initiatives in regard to State-sponsored Bodies and the Civil Service are contained in Appendix 6 .

Article 2 (c)

To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

Article 40.1 of the Irish Constitution guarantees equality before the law as a personal and fundamental right. Article 40.3.1 of the Constitution provides that:

> "The State guarantees in its laws to respect, and, as far as practicable, by its laws to defend and vindicate the personal rights of the citizen".

These provisions protect the personal rights of both men and women and guarantee equality before the law.

Under the Anti-Discrimination (Pay) Act, 1974 and the Employment Equality Act, 1977 grievances can be pursued by any person in proceedings before Equality Officers, the Labour Court* and, in certain circumstances, the Civil Courts. In addition, the Minister for Labour can refer an instance of alleged discrimination to the Labour Court for investigation and a recommendation. A person who considers herself/himself to have been subject to discrimination may make a complaint to the Labour Court, which then endeavours to settle the dispute by referring it to an Equality officer for investigation and a recommendation. Either party to the dispute may appeal this recommendation to the Labour Court and thence on law to the High Court. The grievance machinery provided under the Act decides whether discrimination exists, if action is to be taken and if compensation is payable. The Act empowers the Labour Court to award compensation which shall not in any case exceed 104 weeks' remuneration. It also empowers the Court to re-instate an employee who it considers has been wrongfully dismissed and to fine her/his employer to an amount not exceeding 104 weeks' remuneration.

In addition to the foregoing, the 1977 Act empowers an agency established under the Act - the Employment Equality Agency - to conduct an investigation for any purpose in connection with the performance of its functions and to do so where required by the Minister for Labour. Terms of reference must be drawn up and due notice - by advertisement in a daily newspaper - must be given for the carrying out of any such investigation and, on its

* The Labour Court, established under the Industrial Relations Act, 1946, provided machinery for the formal investigation of industrial disputes. The Court consists of a chairperson and deputy chairpersons and ordinary members representative of employees and workers.

conclusion, the Agency is empowered to serve a non-discrimination notice on persons whom they deem to have discriminated and requiring them not to discriminate further. A person on whom a non-discrimination notice has been serviced may appeal it to the Labour Court. On the other hand, the Agency can seek an injunction from the High Court against persons on whom the notice was served if it satisfies the Court that there is a likelihood of further discrimination or further contravention of the notice. Finally, the Employment Equality Agency is also empowered to assist individuals in making a reference to the Labour Court where it considers that an important matter of principle is involved or it appears to it that it is not reasonable to expect the applicant to adequately present the case which is the subject of a reference to the Labour Court.

Criminal offences are specified under the 1977 Act and non-compliance with a Labour Court order is an offence.

Apart from the measures outlined above which are designed to provide effective protection for women against any act of discrimination in the employment and equal pay fields, the Social Welfare (No. 2) Act, 1985 - which provides for equal treatment for men and women in matters of social welfare - also provides machinery for protection against discrimination. Under the Act, Deciding Officers make decisions as regards entitlement to social welfare benefits. These decisions can be referred by any person who is dissatisfied with them to an Appeals Officer once notice of appeal has been given to the Minister for Social Welfare. If the person is still dissatisfied with a decision of the Appeals Officer, she/he may appeal to the High Court on any question of law.

Article 2 (d)

To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

Legislation on equality applies equally to the public sector and the private sector in Ireland. As indicated under Article 2(b), the public sector has adopted additional Positive Action measures to complement the formal legislation on equality.

The Civil Service, as an employer, is committed to employment policies, procedures and practices which do not discriminate on grounds of sex or marital status, and which promote full equality of opportunity between men and women. It is a policy of the Civil Service that the principles and practices of equal opportunity should apply to the recruitment, placement, selection, career development and all other conditions of service of Civil Servants. Within the Civil Service, each Department has responsibility for implementing the Equal Opportunity Policy. Personnel Units are designated with specific responsibility for monitoring the effectiveness of the policy in their own Departments. The Department of the Public Service monitors the overall implementation of the policy across the Civil Service.

Similar arrangements have been made with respect to State-sponsored Bodies. In addition, Equality officers who have been appointed on a full-time basis in some key State-sponsored Bodies have established a Network of Equality Officers which has proven effective in the development and refinement of equal opportunities programmes within this Sector. Members of this group have found that networking has helped to increase their individual effectiveness in their own organisations.

With respect to local government, all managers have been circulated with a copy of the Code of Practice on Equality of Opportunity in Employment produced by the Employment Equality Agency. Managers have been responding by confirming their commitment to the implementation of the Code, details of which are given in the commentary under Article 11.1 (b) and (c).

Article 2 (e)

To take all appropriate measures to eliminate discrimination against women by any person, organisation or enterprise,

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Legislation on unfair dismissals, equal pay and employment applies to the public sector and the private sector. The same obligations are imposed on persons, organisations or enterprises in the private sector to comply with the legislation. The legislation on Social Welfare, however, applies only to the public sector.

In view of the absence of a significant body of cases in which women have invoked constitutional rights in areas other than the above, the question of further more appropriate measures, to guard against discrimination by private individuals is the subject of consideration at present, for example, as regards access to goods, facilities and services, sports and other forms of recreational activity.

Article 2(f)

To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

The Introduction to this Report has already touched upon the fact that, from the perspective of Irish women, significant social change has only occurred from the late 1950s onwards. In that period, however, a wide programme of legislative reform was undertaken by successive Governments, the effect of which was to greatly enhance the status and the role of women in Irish society and to make significant strides in the achievement of equality of opportunity between women and men in the economic, social, political and cultural life of the nation. Among the more important legislative initiatives taken which were of benefit to Irish women were:-

1957	The Married Women's Status Act, which gives independent contractual freedom to a married woman, and enables her to sue and be sued, and to acquire, hold and dispose of property as if she were unmarried.
1964	The Guardianship of Infants Act, which gives statutory recognition to the principle that spouses are joint guardians of their children (including adopted children); the Act also provides that all matters concerning custody, guardianship or upbringing of a child shall be decided primarily on the basis of the welfare of the child.
1965	The Succession Act, which entitles a surviving spouse to a proportion and, in some cases, to the whole of a deceased spouse's estate, the share depending on whether there are children of the marriage and whether or not a will was made.
1970	The Health Act, which obliges Health Boards to provide free medical, surgical and midwifery services in respect of motherhood to the middle and lower income groups of the population.
1973	The Civil Service (Employment of Married Women) Act, which repealed certain statutory provisions restricting the employment of married women in the Civil Service.

1974	The Anti-Discrimination (Pay) Act, which provides that men and women should receive equal treatment in regard to pay for the performance of like work; it also establishes the right of a woman to equal pay for work of equal value and provides the means by which this right can be enforced.
1974	The Maintenance Orders Act, which provides for the reciprocal enforcement of maintenance orders for spouses and children, including affiliation orders, between Ireland and Britain.
1976	The Family Law (Maintenance of Spouses and Children) Act, which introduced a modern code relating to the maintenance of spouses and children and provides for enforcement of maintenance orders through attachment of earnings.
1976	The Family Home Protection Act, which prevents either spouse from disposing of the family home without the prior written consent of the other, unless the need for consent is dispensed with by the Courts, and protects the contents of the home.
1976	The Juries Act, which provides that every citizen aged eighteen years and upwards and under the age of seventy years, who is entered in the parliamentary voting register in a jury district, is qualified to serve as a juror unless she/he is ineligible or disqualified from jury service.
1977	The Employment Equality Act, which makes it unlawful to discriminate on grounds of sex or marital status in recruitment for employment, conditions, training, work experience or opportunities for promotion.
1977	The Unfair Dismissals Act, which protects employees (including pregnant employees) from unfair dismissal by laying down criteria by which dismissals are to be judged unfair and by providing an adjudicating system and redress for an employee whose dismissal has been found to be unjustified.
1979	The Health (Family Planning) Act, which provides for family planning services and for the availability, importation, manufacture, sale and advertisement of contraceptives.

1979	The Defence (Amendment) (No. 2) Act, which provides for the enlistment of women into the Defence Forces.
1981	The Maternity (Protection of Employees) Act, which provides maternity protection for pregnant employees, entitles them to fourteen weeks leave and provides for the right to return to work.
1981	The Social Welfare (Amendment) Act, which provides a scheme of maternity allowance for women in employment who are on maternity leave under the afore-mentioned Act.
1981	The Family Law (Protection of Spouses and Children) Act, which enables one spouse to obtain an order barring the other spouse from the family home where the welfare or safety of the applicant spouse or any child so requires.
1981	The Courts Act, which provides jurisdiction (or extended jurisdiction) for Ireland's lower Courts (Circuit and District) in actions concerning separation, succession, maintenance, guardianship, affiliation and the family home.
1981	The Family Law Act, which abolishes the actions for criminal conversation, and for enticement and harbouring of a spouse and the action for breach of promise of marriage.
1981	The Criminal Law (Rape) Act, which for the first time provides a statutory definition of rape; restricts the admissibility of evidence in relation to a complainant's previous sexual history; provides for the anonymity of the complainant (as well as of the accused unless and until found guilty) and increases to 10 years' imprisonment the maximum penalty for indecent assault on females.
1981	The Social Welfare (Consolidation) Act, which provides for the various schemes operated under the Social Welfare code including benefits for widows, deserted wives, unmarried mothers, prisoners' wives and elderly single women; it also provides for the universal scheme of children's allowances which are payable, as of right, to mothers.

1983 The Finance Act, which includes changes in relation to the taxation of separated couples in order to ensure that these couples do not pay more tax than other married couples.

1985 The Social Welfare (No 2) Act, which provides for equal treatment between men and women in matters of social welfare.

1985 The Health (Family Planning) (Amendment) Act, which removes the need for a prescription from a doctor for non-medical contraceptives sold to persons aged eighteen and over; it also empowers a wide range of outlets - including pharmaceutical chemists, doctors, Health Board institutions, certain voluntary hospitals, and licenced family planning clinics - to sell contraceptives.

1986 The Domicile and Recognition of Foreign Divorces Act, which removes from the Statute book the rule that a married woman take the domicile of her husband; deals with consequential changes affecting children where the spouses are living apart; and clarifies the position on the recognition of foreign divorces in the new situation.

1986 The Irish Nationality and Citizenship Act, which puts an end to the differentiation which existed between men and women with regard to the acquisition of Irish citizenship by foreign spouses.

Apart from the measures outlined above, the Irish Government have also taken a number of other measures which are relevant in the context of Article 2(f). These measures include:-

(i) the introduction of flexible working hours, job-sharing and career breaks (up to a maximum of three years) in the Civil Service and the wider Public Sector; these Schemes have an important contribution to make in enabling staff to combine career and family responsibilites;

(ii) the issue by the Minister for Labour of shiftwork licenses permitting women to engage in industrial work at night;

(iii) the making of an Order by the Minister for Labour extending an existing exemption which permits the employment of women at a metalliferous mine for the purpose of the treatment of sick or injured persons employed at the mine; the new exemption covers women students and workers in technical and scientific aspects of underground work, such as management, trainees, radiologists, mineralogists, geologists, ergonamists and medical personnel;

(iv) the making by the Minister for Labour, in October, 1985, of the Employment Equality (European Communities) Regulations which abolished the general exemption of the Gárda Síochána (Police Force) and Prison Service from the provisions of the Employment Equality Act, 1977 and limits the exemptions to certain categories of posts in both services; as a result of these Regulations, all posts in the police and prison services are open to women except (a) where it is necessary in the interests of decency and privacy that posts be filled by persons of a particular sex (e.g. carrying out personal searches) and (b) where the duties of the post include dealings with violent persons, quelling riots or violent disturbances; and

(v) arising from the foregoing, the issue of a policy statement by the Minister for Justice affirming a commitment to an equality policy in the Prison Service and setting an initial target for female staffing of 10% of each institution's staff.

The initiatives outlined above reflect a commitment on the part of the Irish Government not to accept the status quo insofar as conditions of employment and protective legislation in the employment field are concerned, but rather to keep these areas under close review to ensure that they do not represent a barrier to women's access to or advancement in employment in the light of current thinking in the matter.

Article 2 (g)

To repeal all national penal provisions which constitute discrimination against women:

There are no such provisions under Irish Criminal Law. The law relating to prostitution is dealt with under Article 6. With regard to rape which is defined as unlawful (natural) sexual intercourse by a man with a woman without her consent, the position is set out below.

Common Law Rape

Rape is a common law offence and is punishable by a maximum of life imprisonment. Following a comprehensive review, the law on rape was reformed in the Criminal Law (Rape) Act, 1981. The principal features of that Act are as follows:

(i) the Act provided - for the first time in law - a statutory definition of rape; the intention was not to change the law but to make it clear that the essence of the offence is that the woman does not consent to the intercourse and that the man knows that she does not consent or is reckless as to whether she does so or not;

(ii) except with the leave of the Judge, a rape complainant cannot be questioned about her previous sexual experiences with a person other than the accused; an application for leave must be heard in the absence of the jury and the public; the Judge will give leave if, and only if, he/she is satisfied that it might reasonably make the difference between conviction and acquittal;

(iii) the anonymity of the complainant must be maintained at all times;

(iv) the anonymity of the accused must be maintained unless and until he is convicted; and

(v) heavy penalties are provided for if the provisions at (iii) and (iv) above are breached.

Statutory Rape

In the case of statutory rape, this offence is committed whether or not there is consent. The main provisions are as follows: -

(i) any person who has sexual intercourse with a girl under the age of 15 years commits an offence and is liable on conviction to life imprisonment; any person who attempts to have sexual intercourse with a girl under the age of 15 years is liable, in the case of a first conviction, to a maximum term of imprisonment of 5 years and in the case of a second or a subsequent conviction to a term of imprisonment not exceeding 10 years;

(ii) any person who has sexual intercourse with a girl, who is of or over the age of 15 years and under the age of 17 years is guilty of an offence and is liable, in the case of a first conviction, to a term of imprisonment not exceeding 5 years, or, in the case of a second or a subsequent conviction, to a term of imprisonment not exceeding 10 years; any person who attempts to have sexual intercourse with a girl who is of or over the age of 15 years and under the age of 17 years is guilty of an offence and is liable, in the case of a first conviction, to a term of imprisonment not exceeding 2 years or in the case of a second or any subsequent conviction to a term of imprisonment not exceeding 5 years;

(iii) any person who, in circumstances which do not amount to rape, has sexual intercourse or attempts to have sexual intercourse with any woman or girl who is feeble-minded is, if the circumstances prove that such person knew at the time of such intercourse or attempted intercourse that the woman or girl was feeble-minded, guilty of an offence and is liable on conviction to imprisonment for a term not exceeding 2 years. (In certain circumstances, provided for in the Mental Treatment Act, 1945, the penalty is increased to a maximum of 5 years.)

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

In approaching the question of commenting upon this Article, care has been taken not to duplicate material which is more appropriately dealt with under other sections of this Report. In this context, the reader is referred to the Introduction to this Report, which sets out the national machinery in operation for the promotion of equality of opportunity between women and men in political, social, economic and cultural life generally; to the commentary on Article 2, which sets out the specific legislative measures which have been taken to eliminate discrimination in the areas of pay, employment and social welfare, and other legislative measures to enhance women's position in economic and social life; and to the commentary on Article 7 which discusses women's access to political and public life.

The Constitution of Ireland is based on an underlying philosophy of equality between men and women. As has been outlined earlier in this Report, Article 40.1 of the Constitution guarantees equality before the law. In addition, Article 40.3.1 guarantees that the State shall respect and, as far as possible, by its laws defend and vindicate the personal rights of the citizen. Furthermore, Article 40.3.2 provides that:-

> "The State shall, in particular, by its laws protect as best it may from unjust attack and, in the case of injustice done, vindicate the life, person, good name and property rights of every citizen".

In the economic and social fields, the Constitution provides as follows:

> Article 45.1
>
> "The State shall strive to promote the welfare of the whole people by securing and protecting as effectively as it may a social order in which justice and charity shall inform all the institutions of the national life."

Article 45.2

"The State shall, in particular, direct its policy towards securing:-

(i) That the citizens (all of whom, men and women equally, have the right to an adequate means of livelihood) may through their occupations find the means of making reasonable provision for their domestic needs;

(ii) That the ownership and control of the material resources of the community may be so distributed amongst private individuals and the various classes as best to subserve the common good.

(iii) That, especially, the operation of free competition shall not be allowed so to develop as to result in the concentration of the ownership or control of essential commodities in a few individuals to the common detriment,

(iv) That in what pertains to the control of credit the constant and predominant aim shall be the welfare of the people as a whole.

(v) That there may be established on the land in economic security as many families as in the circumstances shall be practicable."

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory

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In Ireland, provisions authorising positive action to redress previous inequality are not considered to be in conflict with the general principle of equality between men and women. Thus, Section 15 of the Employment Equality Act, 1977, provides that it shall not be unlawful for any person

- to arrange for or provide training for persons of a particular sex in a type, form or category of work in which either no, or an insignificant number of persons of that sex had been engaged in the period of twelve months ending at the commencement of the training; or
- to encourage persons of that sex to take advantage of opportunities for doing such work.

Specific temporary special measures which have been taken by the Irish Government to speed up the process of achieving equality between men and women in employment in the Civil Service and the State-sponsored Bodies have already been outlined in the commentary under Article 2 (b). Special measures which have been taken in the field of education are described in the commentary under Article 10.

In addition, special measures have been taken by AnCO - the State's Industrial Training Authority - to provide training courses for women in non-traditional areas of employment. Examples of the programmes and courses run by AnCO include; Women into Engineering, Women into Management, Women into Publishing, Start Your Own Business. And for the growing number of women who wish to return to work after years of absence or who have been unemployed, AnCO also runs Return to Work courses.

The Office of the Minister of State for Women's Affairs has also been particularly active in special advisory and promotional ventures across the whole spectrum of women's issues. With particular reference to women in the economic and business world, the Office has carried out a programme of activities aimed at fostering a wider appreciation of women's entrepreneurial potential by means of a "Women in Business Enterprise" Campaign. The starting point of the campaign was the realisation some two years prior to the submission of this Report that very few women were availing of the range of State schemes which are in operation to encourage entrepreneurs. The campaign has two main objectives:-

(a) to encourage more women to apply their entrepreneurial talents to business creation; and

(b) to foster a wider realisation amongst the key State agencies which have responsibility for encouraging small businesses of the large untapped potential of women as entrepreneurs .

The central features of the special "Women in Business Enterprise" Campaign are a freefone and Business Consultancy Service which is offered to women free of charge and on a nationwide basis. In addition, a series of well-attended Seminars were organised by the Office of the Minister of State for Women's Affairs throughout the country as a means of sensitising them to their own potential for sound business ideas and of introducing them to the State agencies providing support structures for such ideas on a face-to-face basis. In this way, the obstacles which are perceived by some women in terms of actually contacting the agencies were removed and an atmosphere of self-confidence on the part of the women concerned was encouraged. The State agencies themselves participated in the Campaign by engaging in special promotional ventures, conferences, open days etc., aimed at encouraging women to avail of the grants and services available to would-be entrepreneurs.

All this activity has resulted in a heightened awareness of women's entrepreneurial potential amongst women themselves, the media and key State agencies. The main agencies have experienced a substantial increase over a 2 year period in the numbers of women applying for and receiving assistance under various financial and technical assistance programmes designed to assist entrepreneurs. For example, in 1984 less than 3% of grants provided by the State's Industrial Development Authority under their Small Industries Programme went to women-owned businesses. In just two years, this figure has increased to 12%, a fourfold increase.

One further intiative of relevance in this area is the funding by the Office of the Minister of State for Women's Affairs of the compilation of a Directory of Women in Business by "Network", which is a voluntary support group for women in business, management and the professions. It is intended that the Directory will serve as a source document of women-owned business which are potential suppliers to businesses in general and to the public at large.

In addition to the "Women in Business Enterprise" Campaign which has been outlined above, since 1982 the Office of the Minister of State for Women's Affairs has taken a number of initiatives designed specifically to foster awareness among women and among society as a whole of women's potential to contribute in full in all aspects of the economic, social and political life of the country. These initiatives include:

- publication of the major Report "Irish Women: Agenda for Practical Action" which takes stock of the position of women in Irish society at the present time and makes concrete recommendations - many of which have been implemented to date - for further initiatives over time; a special video entitled "Women in Action - Taking it Further" and highlighting the key features of the Report was given widespread distribution to women's groups, schools, etc.;

- publication of newsletters and of information booklets on such issues as widow's entitlement, women and the law, guide to pre-school playgroups and the like;

- the organisation of a range of Seminars on such issues as the UN Decade for Women, the status of children, rural women into the 1980s, adult education, childcare, and women's co-operatives;

- accession by Ireland to the UN Convention prior to the close of the UN Decade for Women;

- the widespread distribution of the Nairobi Forward Looking Strategies for the Advancement of Women to all Government Departments, Members of the Oireachtas, State-sponsored Bodies, the Universities, women's groups, trade unions and employer and farming groups;

- continued funding of the Council for the Status of Women, thus enabling this umbrella organisation for 45 women's groups to continue its activities;

- direct funding of women's groups involved in a diverse range of activities including adult education, rape crisis centres, pre-school playgroups, women's studies, support for unmarried parents and for women in the home, women's awareness and assertiveness courses, and the like;

- the organisation of a special "Women's Health Week" designed to sensitise women and the State health services to the particular concerns of women in this area;
- the issue, for the first time in the history of the State, of a postage stamp on the theme "Women in Society" with the intention of further issues in the future;
- the organisation, in conjunction with the Institution of Engineers in Ireland, of "Women in Engineering in Ireland Year" in 1986;
- the funding of a "Reach Out" campaign in an effort to draw the attention of young single mothers to the support services - both voluntary and statutory - which exist on their behalf.

The foregoing commentary is designed to provide some flavour of the range of activities of a positive action nature which have been carried out by the Office of the Minister of State for Women's Affairs. The examples given refer to specific initiatives taken by the Office but do not touch upon a whole range of other concrete measures which have been taken by other Ministers in consultation with the Minister of State. These measures include family planning, domicile and citizenship legislation; provision of cervical cancer screening services, of a Women's Refuge and a special Sexual Assault Treatment Unit in a Dublin Hospital; initiatives to eliminate sexism in the educational system; employment equality measures in the Gárda Síochána (Police) and Prison Service and the like.

With regard to Paragraph 2 of this Article, Irish laws which protect women during maternity, are outlined in the commentary under Article 11.2.

Article 5 (a)

States Parties shall take all appropriate measures:

To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

Initiatives have been taken in the field of education to try to modify social and cultural patterns of conduct which are derived from stereotypical views of the roles of both men and women in society. In recent years, a particular focus has also been placed on the portrayal of women in the media and their participation therein. As outlined below, the Government have also introduced a programme of positive action in the public sector, the provisions of which are directly relevant to the principles outlined under this Article.

EDUCATION

Detailed material on measures taken in this area is provided in the commentary under Article 10.

WOMEN IN THE MEDIA

While much progress has been achieved by legislation to erode the barriers towards the fuller participation by women in social and economic life, there are residual attitudes which serve to perpetutate sex stereotyping. In this context, the importance of the media as an opinion maker with influence on public and private attitudes cannot be underestimated.

Under existing legislation, Radio Telefis Eireann (RTE), a State Authority established by Parliament is the only organisation which may provide radio and television broadcasting services in Ireland. Proposals to promote new legislation to allow local radio services to be provided by private concerns are under consideration. The RTE Authority is under a statutory obligation to ensure that the broadcast treatment of current affairs is fair to all interests concerned and is presented in an objective and impartial manner.

In 1979, the RTE Authority established a Working Party on Women in Broadcasting. The Working Party was charged with examining the representation of women in programmes, in terms both of actual participation; of programme orientation; job opportunities in broadcasting; and the portrayal of women in advertising. They made a number of wide-ranging recommendations in these three areas and the broad thrust of the Report was accepted by the RTE Authority and is being implemented as far as practicable.

In 1986, the Joint Parliamentary Committee on Women's Rights published a report on The Portrayal of Women in the Media. The Committee stated in their introduction that they were committed to the elimination of sexism in our society. They recognised the power of the media to influence attitudes and they attached high priority to the elimination of sexism in all branches of the media. In their report, the Committee devoted particular attention to (a) images of women in advertising and their effects, (b) the structure of the Advertising Standards Authority for Ireland and the application of its Code of Standards in relation to sexist abuses, (c) controls relating to sexism in advertising that exist in other countries, (d) the situation of women employed in the media and (e) images of women in the broadcast and print media. Having considered submissions dealing with the images of women in the media, including advertising, and having taken oral evidence, the Joint Committee made detailed recommendations including

- the introduction of statutory controls for the elimination of sexism in advertising; and

- the introduction into the curriculum in secondary schools by the Department of Education of media studies to include sexism in advertising.

The Committee also made several suggestions for the reform of the procedures and practices of the Advertising Standards Authority for Ireland, and the national broadcasting network, Radio Telefís Éireann (RTE). In this regard they recommended:

- that the media reflect the reality that women constitute over 50% of the population; that this be achieved by a stronger female presence in all sections of the media, but in particular at policy and decision-making levels, in front line jobs and by a greater inclusion of female members of the public in RTE programmes; and

- that there should be stricter adherence by editors and journalists to the Code of Professional Conduct and Guidelines of the National Union of Journalists (NUJ) relating to sexism, in order to eliminate the dissemination of sexist views in the mass media.

The Committee's Report was broadly welcomed by all sides in a debate in the Senate and the question of statutory reform in this area is being given careful consideration.

Sexism in Advertising

There is no legislation relating to the portrayal of women in advertising in Ireland at the present time. However, the Advertising Standards Authority for Ireland (ASAI) operates a Code of Advertising Standards which seeks to guard against misrepresentation and exploitation in advertising. The Authority is a voluntary, self-regulatory body which is endorsed by the Director of Consumer Affairs, an officer charged by the Oireachtas to oversee Ireland's consumer protection legislation. The Board of the Advertising Standards Authority has an independent Chairperson and ten members, five of whom represent the advertising industry and five who are nominees of the Director of Consumer Affairs.

It is a condition of membership of the ASAI that members shall not publish any advertisement that does not comply with the Code of Advertising Standards. Advertisers are entitled to use the Authority's confidential prevetting advisory service in order to establish compliance with this Code. A reference to sexism in advertising was made in the 1984 edition of the Code when it stipulated that advertisements "should not explicity or by implication infringe the principle of the social, economic and cultural equality of the sexes". When this 1984 edition was being updated by the ASAI, the Authority consulted the Minister of State for Women's Affairs in the matter and also had regard to the recommendations contained in the Report of the Joint Parliamentary Committee on Women's Rights. As a result, the reference to sexist advertising in the January, 1987, edition of the Code is more explicit and reads as follows:-

> "An advertisement should neither conflict with the inherent equality between the sexes, nor imply any derogatory judgement of either sex, nor portray a man or woman or child in an offensive manner".

The Code also states that all advertisements should be "legal, decent, honest and truthful".

The following Table illustrates that in the period 1981-85 almost 10% of the 945 complaints received by the ASAI related to sexist issues:

Type of Complaint	Total Numbers	Not Pursued	Pursued	Upheld	Not Upheld	% Upheld
All areas	945	727	218	90	128	41.3
Relating to Sexism	92	16	76	22	54	29.0
% Relating to Sexism	9.7	2.2	34.9	24.2	42.2	

A large number of complaints were, for acceptable reasons, not pursued. However, of the 92 complaints relating to sexism, 76 were pursued by the Authority. Of these, 22 relating to three sexist advertisements were upheld by the Authority and the advertisements were withdrawn, resulting in a loss to the manufacturer of the cost of making the advertisement. At the same time, the Joint Parliamentary Committee on Women's Rights, in its Report on The Portrayal of Women in the Media, deplored the fact that in the case of 36 complaints made on this subject and not upheld, the specific clause of the ASAI's 1984 Code relating to sexism appeared to have been ignored.

Role of Journalists - Code of Conduct

The Code of Professional Conduct of the National Union of Journalists applies to both the broadcast and print media, in Ireland. The Code contains two relevant sections:

- "A journalist has a duty to maintain the highest professional and ethical standards"
- "A journalist should only mention a person's race, colour, creed, gender or sexual orientation if this information is strictly relevant. A journalist shall neither originate nor process discrimination on any of the above mentioned grounds".

The Joint Parliamentary Committee on Women's Rights, in their Report, felt that the goodwill and commitment among journalists and newspaper editors towards the elimination of sexism in the media was already evident. This view is supported by a statement issued by the National Union of Journalists in 1984 on "Guidelines for Promoting Equality Through Journalism" which set out the policy of the NUJ as follows:

> "as journalists have played a major part in perpetrating the image of women as second class citizens, they are encouraged to take responsibility

for changing this; all members of the NUJ are expected to carry out this policy - to promote equal rights for men and women".

Action to eliminate sexism and sex-stereotyping within the Civil Service.

In 1986 an Equal Opportunity Policy and Guidelines for the Civil Service was adopted by the Government in consultation with the Employment Equality Agency and in agreement with staff interests. The Guidelines are intended to provide the necessary encouragement and assistance to staff in the Civil Service in implementing the Government's policy of equality of opportunity in that important area of employment. Issues such as bias against candidates on grounds of sex or marital status at interview boards and in staff reporting arrangements; the equal availability of on-and off-the-job training for men and women; the combination of work and family responsibilities, and sexual harassment are all addressed in the Guidelines, the text of which is contained in Appendix 6 to this Report.

"Awareness" and "consciousness building" are recurring themes in the Guidelines as it is recognised that much discrimination can be unconscious and results from preconceived assumptions and attitudes about the respective role of men and women in the work place. As a step towards eliminating sex stereotyping, the Civil Service is committed to the use of non-discriminatory language in all documents, both internal and external, in recognition of the fact that language used in such documents can play an important role in conditioning attitudes. Words which have no gender, e.g. "person" and "applicant" and/or language which specifically refers to both genders e.g. "he/she",are to be used as far as possible. Literature in this context also includes display materials and photographs. Moreover, newspaper advertisements for careers in the public service now make it clear that "the Civil Service and Local Appointments Commissioners are committed to a policy of equal opportunity" and internal Civil Service competitions which are brought to the attention of staff also have a specific reference on the same lines.

Other initiatives of relevance

A wide range of initiatives aimed at modifying the social and cultural patterns of conduct of men and women have been taken by the Office of the Minister of State for Women's Affairs, and brief details of these are given in the commentary under Article 4. In addition, the Employment Equality Agency is specifically empowered to "undertake or sponsor such research and undertake or sponsor such activities relating to the dissemination of information as it considers necessary and which appears expedient for the purposes of exercising any of its functions". Since its establishment in 1977, the Agency has been active in this area in terms of commissioning research, organising Seminars and disseminating information booklets on issues of direct relevance to its functions. Among the more important initiatives which have been taken by the Agency in this context are:-

- the publication in 1983 of a Code of Practice on Equality of Opportunity in Employment, with an emphasis on joint consultation between employers' and workers' representatives;
- the organisation of a Seminar on equality of opportunity in the public sector and subsequent distribution of a report of the Seminar;
- the commissioning of major research on schooling and sex roles and the publication of the Agency's commentary and recommendations thereon;
- the sponsoring of research on "Transitions to Equal Opportunity at Work: Problems and Possibilities" as well as the publication of "Women in the Labour Force", a digest of statistics on women in employment; and
- the carrying out and publication of a review of protective legislation dealing with weights and industrial nightwork for women.

Article 5 (b)

States Parties shall take all appropriate measures:

To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

The understanding of maternity as a social function is recognised and enshrined in the Constitution. Article 41.2.1 of the Constitution states that "the State recognises that by her life within the home, woman gives to the State a support without which the common good cannot be achieved".

With regard to family education, Article 42 of the Constitution provides that:

(1) "The State acknowledges that the primary and natural educator of the child is the Family and guarantees to respect the inalienable right and duty of parents

> to provide, according to their means, for the religious and moral, intellectual, physical and social education of their children.
>
> (2) Parents shall be free to provide this education in their homes or in private schools recognised or established by the State."

Through the educational system and following recent initiatives to eliminate sex stereotyping in schools and through adult education, an attempt has been made to help break down traditional barriers to the realisation of equality both in the work place and in the home. Further details on these measures are given in the commentary under Article 10. Schools also provide courses in Civics and Life Skills. These courses are designed to prepare children for their role as an individual within the family and society.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

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1. Law relating to prostitution

Under Irish law, prostitution per se is not an offence but certain offences created by Statute are directed towards those activities associated with prostitution which require control (e.g. soliciting). The most important provisions in Irish law in relation to prostitution are:

(i) section 14(11) of the Dublin Police Act, 1842 which provides that every common prostitute or night-walker loitering or being in any thoroughfare or public place for the purpose of prostitution or solicitation, to the annoyance of the inhabitants or passers by, is guilty of an offence;

(ii) section 16(1) of the Criminal Law Amendment Act, 1935 which states that a common prostitute who is found loitering in any street, thoroughfare, or other place and importuning or soliciting passers by for purposes of prostitution or being otherwise offensive to passers by is guilty of an offence; and

(iii) section 1(1) of the Vagrancy Act, 1898 which provides that every male person who knowingly lives wholly or in part on the earnings of prostitution or in any public place persistently solicits or importunes for immoral purposes is guilty of an offence.

2. Present position

Recent Court decisions have rendered section 14(11) of the Dublin Police Act, 1848 and section 16(1) of the Criminal Law Amendment Act, 1935 inoperative. In particular, the term "common prostitute" has given rise to difficulty because it has been held that the affixation of that term to any person charged with an offence introduces them to the court from the start with an antecedent presumption of guilt. In addition, the question has arisen as to whether section 1(1) of the Vagrancy Act, 1898 can be invoked where a man solicits a woman for the purposes of prostitution (kerb-crawling etc.).

An English court has ruled in regard to an analogous English provision that "immoral purposes" does not include heterosexual intercourse and, in practice, the offence is taken to apply only to men soliciting other men on behalf of prostitutes.

Law Reform Commission's recommendations

In their report on vagrancy and related offences, the Law Reform Commission* recommended the creation of two new offences which they consider would resolve these questions. Such offences would be committed by any person who in a public place -

(i) solicits another person for the purpose of prostitution or loiters for the purpose or with the intention of so soliciting or being so solicited, or

(ii) loiters or solicits another person for the purpose of the commission of a sexual offence.

The Commission have also recommended that the maximum penalty for either of the new offences should be a fine of £500 and/or six months' imprisonment.

The question of implementing the recommendations of the Law Reform Commission in relation to prostitution is at present under consideration.

* The Law Reform Commission was established by an Act of the Oireachtas in 1975 with the function of keeping the national law and the private and public international law of the State under review. It also undertakes examinations and conducts research with a view to reforming the law, and formulates proposals for law reform.

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organisations and associations concerned with the public and political life of the country.

General Introduction

The Irish Constitution provides equal rights for men and women to participate in the political and public life of the nation.

The position in Ireland in regard to women's access to political and public life is changing rapidly and significant progress has been made in recent years. Although, since the foundation of the State, there has never been a period when the Dáil (House of Representatives) was without a woman member, it is only in comparatively recent times that women can be said to have become seriously involved in Dáil politics. From 1923 to 1977 there was a total of only 24 women members in the Dáil. By contrast, the 24th Dáil, elected in November, 1982, had 14 women members. The Cabinet includes one woman member as Minister for Social Welfare and Labour and, in addition, there are two women Ministers of State - the Minister of State for Women's Affairs and Family Law Reform and the Minister of State at the Department of Finance and the Department of the Environment. At the dissolution of the 24th Dáil in January 1987, women also served on all ten of the Joint (Dáil and Seanad) Parliamentary Committees and chaired two of those Committees - those on Women's Rights and on Co-operation with Developing Countries.

A further indicator of the recent increase in women's participation in the political process insofar as the

National Parliament is concerned is the fact that in 1957 women contested only 22.5% of the Constituencies in the General Election. By 1973, this figure had risen to only 28.6% of Constituencies whereas in the last General Election in November, 1982, women contested 56% of the Constituencies. In the General Election arranged for 17th February, 1987, this rate remained constant with up to 6 women contesting some urban constituencies

There are no reliable statistics available to indicate the level of party membership of women vis-a-vis men in Ireland's three main political parties, but in 1984 women's share of seats on these parties' National Executives was less than 20%. Nevertheless, all three parties had specific women's sections/committees in operation for a number of years, which have helped to focus attention on the question of women's representation in the political process as well as bringing the specific concerns of women on to their parties' political agendas.

Article 7 (a)

To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies.

Irish women are on equal terms with men regarding the right to vote at all national and local elections and referenda. This right was enshrined in the 1937 Constitution and in the Constitution which preceded it, adopted in 1922. Similarly there is no discrimination in relation to the right to stand for such elections or serve on the respective public bodies. Voting in Ireland for all elections is by secret ballot and, while the right to vote is given equally to men and women, voting is not compulsory.

The constitutional and statutory provisions which are of relevance to this discussion are as follows:

Article 12.4.1 of the Constitution

"Every citizen who has reached his thirty-fifth year of age is eligible for election to the office of President".

Article 16.1

1. "Every citizen without distinction of sex who has reached the age of twenty-one years, and who is not placed under disability or incapacity by this Constitution or by law, shall be eligible for membership of Dáil Éireann".

2. "Every citizen without distinction of sex who has reached the age of eighteen years who is not disqualified by law and complies with the provisions of the law relating to the election of members of Dáil Éireann, shall have the right to vote at an election for members of Dail Eireann".

3. "No law shall be enacted placing any citizen under disability or incapacity for membership of Dáil Éireann on the ground of sex or disqualifying any citizen from voting at an election for members of Dáil Éireann on that ground".

Article 18.2

"A person to be eligible for membership of Seanad Eireann must be eligible to become a member of Dáil Éíreann".

Article 47.3

"Every citizen who has the right to vote at an election for members of Dáil Éireann shall have the right to vote at a Referendum."

Specific legislation has been enacted in which there is no discrimination between men and women and which reinforces the right to be eligible for election to elected bodies i.e. the Dáil, Seanad, European Assembly and Local Authorities. The relevant legislation is as follows:

Dáil	Section 51 (1) of the Electoral Act 1923
Seanad	Section 16 (2) of Seanad Electoral University Members Act, 1937
European Assembly Elections	Section 7 of European Assembly Elections Act, 1977
Local Elections	Local Government (Extension of Franchise) Act, 1935.

In 1968, Ireland acceded to the United Nations Convention on the Political Rights of Women (1952) which provides that women shall, on equal terms with men and without any discrimination, be entitled to vote in all elections, be eligible for election to all publically elected bodies established by national law and be entitled to hold public office and to exercise all public functions established by national law. The Tables beneath give some indication of the range and level of participation of women in various sectors of public life;

TABLE

NUMBER OF WOMEN ELECTED AND NOMINATED TO SEANAD EIREANN, 1951 - 1982.

		Number of Women Elected/Nominated										
	No. of Seats	1951	1954	1957	1961	1965	1969	1973	1977	1981	Feb 1982	Nov 1982
Nominated (11)	11	1	-	2	2	3	1	-	3	1	1	1
Panels (43)												
i) Cultural & Educational	5	-	-	-	-	-	1	2	-	2	2	1
ii) Agricultural	11	-	-	-	-	-	-	-	-	-	-	-
iii) Labour	11	-	-	-	-	-	1	1	-	-	1	-
iv) Industrial & Commercial	9	1	2	2	1	1	1	-	-	1	1	-
v) Administrative	7	-	1	-	-	-	-	-	1	2	2	2
University (6)												
i) N.U.I.	3	1	-	-	-	-	-	-	1	1	-	-
ii) T.C.D.	3	-	-	-	-	-	1	1	1*	2	1	2
TOTAL		3	3	4	3	4	5	4	6	9	8	6
Women as % of Total Members		5%	5%	7%	5%	7%	8%	7%	10%	15%	13%	10%

* A bye-election in December 1979 returned another woman member.

Source: Based on Seanad General Election Results, 1951 - 1982.

TABLE

WOMEN CANDIDATES AND SEATS WON BY WOMEN IN DAIL ELECTIONS, 1957-19

	Total No. of Candidates	Women Candidates	No. of Seats	Women Elected	Women Deputie As A % of Tota
1957	289	10	147	5	3.4
1961	301	8	144	3	2.1
1965	272	8	144	5	3.5
1969	373	11	144	3	2.1
1973	334	16	144	4	2.8
1977	375	25	148	6	4.1
1981	404	41	166	11	6.6
1982 (Feb.)	366	35	166	8	4.8
1982 (Nov.)	364	31	166	14	6.4

Source: Department of the Environment, General Election Results

TABLE

REPRESENTATION OF WOMEN ON THE EXECUTIVES OF THE MAIN POLITICAL PARTIES, JUNE, 1984

	Female	Total
Fianna Fail National Executive	7	84
Fine Gael National Executive	6	46
Labour Administrative Council	7	41
Worker's Party Central Executive Committee	3	51

Source: The Relevant Political Parties

TABLE

TOWN COMMISSIONERS ELECTIONS 1979

Commission	Members	No. of Women	Women as % of Total
Ardee	9	1	11.1
Balbriggan	9	1	11.1
Ballybay	9	1	11.1
Ballyshannon	9	1	11.1
Bandon	9	1	11.1
Bantry	9	1	11.1
Belturbet	9	2	22.2
Boyle	9	3	33.3
Cootehill	9	2	22.2
Droichead Nua	9	-	-
Edenderry	9	1	11.1
Gorey	9	1	11.1
Granard	9	-	-
Kilkee	9	1	11.1
Lismore	9	5	55.5
Loughrea	9	-	-
Mountmellick	9	1	11.1
Muinebheag	9	1	11.1
Mullingar	9	-	-
Passage West	9	1	11.1
Portlaoise	9	-	-
Tramore	9	2	22.2
Tuam	9	-	-
Shannon	9	3	33.3
	216	29	13.4

Source: Based on data provided by the Department of the Environ

Article 7 (b)

To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government.

Participation in government policy formulation and implementation

There are many aspects to the issue of participation in Government policy formulation. Participation may take the form of input in to the policy process such as that provided by the lobby, the media or pressure groups. Participation may also be understood as being a decision maker in the policy process, for example, as a politician. It may also be construed as being part of the policy-making machinery such as gaining employment as a Government official or taking a position in the wider public service. In each of these aspects, Irish women are guaranteed equal rights with men.

As with many areas however, the de facto position does not match the situation provided for in legislation. Women are still sparsely represented in all areas of political life, public office and in the higher echelons of the public and civil service in comparison to men. This does not imply, however, that women's interests and special concerns are not observed in the formulation of mainstream Government policy. The Office of the Minister of State for Women's Affairs, the Joint Parliamentary Committee on Womens Rights, the Employment Equality Agency and the Council for the Status of Women are all means by which women's interests are processed and channelled through to Government, thus guaranteeing women not only a direct input to Government policy-making but also a watchdog facility through which progress towards equality can be checked and measured.

Women in Public Office

The number of women who have taken up positions as public representatives at national and local level together with the level of female participation are indicated in the Tables on the previous pages.

Women in the Public Service

a) The Civil Service

Recruitment to the Irish Civil Service is by open public competition administered by an independent State commission.

The situation with respect to female employment in the administrative and managerial grades of the Civil Service, with a breakdown by grade, is given in the Tables beneath.

Numbers and Proportion of Women in General Service Grades from Higher Executive Officer upwards - April 1986

GRADE	NUMBERS IN GRADE			% WOMEN IN GRADE
	Total	Men	Women	in grade
Secretary	14	14	0	0
Deputy Secretary	7	7	0	0
Assistant Secretary	95	94	1	1.05
Principal Officer	266	254	12	4.51
Assistant Principal Officer	629	481	148	23.52
Administrative Officer	110	72	38	34.54
Higher Executive Officer	1241	827	414	33.36
Total	2362	1749	613	25.95

Table

Percentage of men and women in the main professional groupings in the civil service - April 1986

PROFESSIONAL	% MEN	% WOMEN
Accountants	100	-
Engineers	99	1
Veterinarians	97	3
Agricultural Inspectors	99	1
Medical	90	10
Meteorological	92	8
Geologists	100	-
Statisticians	85	15
School Inspectors	88	12
Legal	85	15
Architects	85	15
Psychologists	65	35
Forensic Scientists	56	44
Chemists	55	45

Note - Only those serving in grades where the salary maximum is equal to or greater than the Higher Executive Officer maximum are included here.

In the Civil Service, women occupy 26% of posts in the administrative and managerial grades. It has been suggested that the low representation of women relative to that of their male colleagues in senior grades is due to the following factors;

(i) prior to the enactment of the Civil Service (Employment of Married Women) Act, 1973, women were obliged to resign from the Civil Service on marriage; this meant that many women who were then in junior to middle management positions were deprived of further career advancement on marriage, thus depleting the number of women who would otherwise now be on stream for promotion to senior positions;

(ii) more women than men resign from the Civil Service; and

(iii) it can be argued that, in the past, the Irish education system has been responsible for "indirect" discrimination caused by sex stereotyping and the socialisation of women to accept what society has traditionally defined as female roles and areas of responsibility; given the life time nature of public service careers, certain effects of the previous situation still persist.

The Government have taken a number of steps to reverse this situation, through a programme of positive action in the public service and through a wide range of initiatives which have been taken in the education field. Details of these developments are given in the commentary on Articles 2(b) and 4 and on Article 10 respectively.

b) State Boards and Companies

A survey - the third in a series - which was carried out by the Council for the Status of Women and published in May, 1985, concluded that the overall percentage of Government - appointed women on the boards of State-sponsored Bodies was just 12%. This clear under-representation of women on State boards and agencies was highlighted in the Report "Irish Women: Agenda for Practical Action", which went on to recommend that a target should be set for an increased proportion of women to be appointed to public bodies. It recommended, inter alia that, as a start, Ministers should be exhorted to seek out and appoint at least one and preferably more women to boards under their aegis. Since the publication of that Report, there has been some improvement in women's representation on State-sponsored bodies from that highlighted in the 1985 survey. The position at August, 1986, was that women accounted for some 14% of appointments to State bodies where such appointments were at the discretion of the Government or individual Ministers.

A National Women's Talent Bank was set up by the National Federation of Business and Professional Women's Clubs and the Women's Political Association in 1974. It was incorporated with the Council for the Status of Women in 1982. The rationale behind the establishment of the Talent Bank was to compile and maintain a register of women willing and competent to serve on boards, committees and commissions, and to help correct the imbalance of female/male representation. The Bank comprises women with professional qualifications, specialist skills or with a record of voluntary work in any area.

The Office of the Minister of State for Women's Affairs has recently provided assistance to the Council for the Status of Women for the compilation of an updated version of the National Women's Talent Bank. In addition, the Office has been building up its own register of competent women which has been of practical use to Ministers when vacancies arise under their aegis.

c) The Judiciary

The position in relation to women in the judiciary is as follows:

	No. of Women	Total No.	% Female
Supreme Court	-	6	-
High Court	1	16	6.25
Special Criminal Court	-	6	-
Circuit Court	-	16	-
District Court	5	39	12.8

Within the legal profession, 20% of all barristers are women and women represent about 40% of recently registered solicitors.

d) Security Services

Women represent 3.4% of the irish police force and within the prison system, women represent 5.8% of total staff.

e) Local Authorities

A survey of male/female ratios in senior administrative and professional grades in Local Authorities was carried out recently. A total of 8,146 officers were employed in the 29 major Local Authorities responding to the survey. Of these, 4,807 were male and 3,339 female. Of the 299 officers employed at Administrative Officer level and upwards 274 were male and 25 female. From a total of 1,010 professional officers 969 were male and 41 female.

The low representation of women in senior grades would seem to be due to similar factors as those applying in the Civil Service as set out at (a) above. However, an analysis of the candidature in 1984 in Local Appointments Commission competitions for professional posts would seem to indicate that even where women are presenting themselves for competition for these posts, they are not as successful as might be expected. Of the total candidature in 1984 of 2,141 for vacancies in professional Local Authority grades, 92 or 4.25% of the total were female. Of the 1,233 candidates actually interviewed 57, or 4.6% of that total were female. However, of the 276 successful candidates only 6 i.e. 2.17% of the latter total were female.

The situation outlined above will, it is hoped be improved by means of the positive action measures which have been and are being taken by the Government in their developing policy in this area.

Article 7 (c)

To participate in non-governmental organisations and associations concerned with the public and political life of the country.

In Ireland there are no legal obstacles to women participating in non-governmental organisations and associations concerned with the public and political life of the country. Indeed, as indicated elsewhere, the Feminist Movement - through the network of women's organisations - has played an important role in lobbying political parties to make the significant legislative gains which were achieved from the 1970s onwards. An indication of the strength and spread of such women's groups can be gauged from the fact that there are now 45 women's organisations affiliated to the Council for the Status of Women as compared with 10 when it was first set up as an ad hoc Committee in 1968. In addition, there are now three women's publishing houses, numerous women's studies groups and courses as well as a network of women's groups around the country additional to those affiliated to the Council.

One of the more important women's groups which emerged during the 1970s is the Women's Political Association, which has worked consistently encourage women to join political parties, to seek officer posts in political parties and to seek nomination for election. The group has also organised information and educational conferences and seminars in order to sensitise women to the importance of their participation in the political process. In the run-up to elections, the Women's Political Association provide literature, car stickers, badges etc. and in the last General Election - which witnessed the highest number of elected women Members of Parliament in the history of the State - their slogan was "Why not a Woman?". Similarly, in the General Election which has been fixed for 17 February, 1987, the Association's slogan is "More Votes for Your Woman".

The role of women in key or other non-governmental organisations such as employer and farming organisations and the trade unions has been limited to date but it is, of course, open to women to participate in such organisations. It can be argued that the division of labour in Irish society generally, and more particularly the division of labour within the family, is at the very root of women's access to such organisations and associations at the higher levels.

No data is available to indicate the extent of the low level of participation of women in employer and farming organisations. With respect to the trade union movement, the position is that although 65% of women employees are members of trade unions, women represent only about 4% of full time trade union officials. However, studies have shown that women in the trade union movement have become increasingly active and are increasingly influencing union policy. In the more recent past, the trade union movement's own structures have been changed leading to greater female representation on executive boards, to the creation of women's committees within many trade unions, to the holding of an annual Women's Conference by the Irish Congress of Trade Unions and the reservation of two seats for women on the Congress's National Executive Committee.

Over the past decade, the Irish Congress of Trade Unions has been particularly active in promoting women's interests both in the workforce and in society generally. Congress has prepared and submitted to Government Ministers comprehensive policy documents on a wide range of topics, including equal pay, equal opportunity in employment, positive action, childcare, maternity leave, parental leave, contraception, divorce, adoption, family law reform, social welfare, women's health and safety at work.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organisations.

In the Irish Department of Foreign Affairs, women occupy 18% of the posts from the level of Third Secretary - the key graduate grade for entry to the higher ranks of the Diplomatic Service - upwards, and a breakdown by grade is given in the Table beneath. The Irish Government's recent initiative to issue Equal Opportunity Guidelines for the Civil Service, with appropriate monitoring machinery, is intended to ensure that implementation of the guidelines will, over time, serve to enhance the prospects of women to reach the higher grades.

Diplomatic Staff in the Department of Foreign Affairs: August 1986.

	Total			Abroad	
	Posts	Male	Female	Male	Female
Ambassador I/Secretary	3	3	-	2	-
Ambassador II/Dep. Secretary	9	9	-	8	-
Ambassador III/ Minister Plenipotentiary/Asst Sec	31	29	2	24	1
Counsellor	30	24	6	14	-
First Secretary	108	89	19	36	7
Third Secretary	81	57	24	23	11

Opportunities for women to represent their Government at the international level are not, of course, confined to working in the Diplomatic Service. As a member of such international organisations as the United Nations, the European Economic Communities, the Council of Europe and the Organisation for Economic Co-Operation and Development, Ireland is called upon to attend a large range of meetings within these fora. No statistics are kept as to the breakdown by sex of Civil Servants representing Ireland at such meetings, but at all times the overriding consideration in nominating officers to attend is the competence of the officer concerned and their familiarity with the subject matter of the meeting. There is no discrimination on grounds of sex involved in this process and many Irish women represent their country at international meetings in the fora mentioned above.

Irish Women in International Organisations

As regards participation in the work of international organisations, vacancies advertised in those organisations are circulated to all Irish Civil Servants and the Department of the Public Service provides every support and assistance to intending applicants - regardless of sex - in the preparation of their applications.

The main international organisations in which Irish citizens participate are the European Communities and the United Nations. Set out below is a breakdown of the representation of women and men in the administrative grades (or their professional equivalents) in the two organisations.

Institutions of the European Communities

Total Irish representations: 145

Number of women representatives: 19

UN Institutions (includes Irish representatives working in UN secretariat and agencies based in New York, Geneva and Vienna):

Total Irish Representation: 63

Number of women representatives: 11

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

Article 9.1.3. of the Constitution states that:

"No person may be excluded from Irish nationality and citizenship by reason of the sex of such person."

When acceding to the Convention on the Elimination of All Forms of Discrimination Against Women, one of the reservations made by Ireland referred to Article 9.1 and read as follows:-

"Pending the proposed amendment to the law relating to citizenship, which is at an advanced stage, Ireland reserves the right to retain the provisions in its existing law concerning the acquisition of citizenship on marriage".

The "existing law" referred to in that reservation was addressed in the Irish Nationality and Citizenship Act, 1956. The Act provided for different methods for acquisition of citizenship by the foreign spouses of Irish citizens. Under the Act, the foreign wife of an Irish citizen was entitled to obtain citizenship on the lodgement of a declaration accepting Irish citizenship as her post-nuptial citizenship. However the foreign husband of an Irish citizen could only obtain Irish citizenship by naturalisation. Naturalisation is at the discretion of the Minister for Justice and, accordingly, such foreign husbands of Irish citizens did not have an absolute right to Irish citizenship as was the case for the foreign wives of Irish citizens. Also, such foreign husbands had to satisfy certain conditions before citizenship would be granted - and then only at the discretion of the Minister. The conditions included being of good character; intending to reside in the State after naturalisation; and being two years resident in the State prior to naturalisation.

The "proposed amendment" referred to in the text of the reservation to the Convention as outlined above is contained in the Irish Nationality and Citizenship Act, 1986 which became law on 1 July, 1986. Under the 1986 Act both the foreign husbands and the foreign wives of Irish citizens are entitled to Irish citizenship on the lodgement of a declaration accepting Irish citizenship as post-nuptial citizenship provided that:

(a) the marriage is subsisting at the date of lodgement of the declaration; and

(b) the couple are living together as husband and wife and the spouse who is an Irish citizen submits an affidavit to that effect when the declaration is being lodged.

There is now no differentiation as between the foreign husbands and the foreign wives of Irish citizens in relation to their acquisition of Irish citizenship.

Under Irish law, there is no obligation on citizens to change nationality upon marriage to an alien. Similarly, change of nationality by either spouse during marriage does not automatically change the nationality of the other spouse, render him/her stateless or force upon him/her the nationality of the other spouse. Furthermore, under Irish law, the holding of dual nationality is permitted.

The Irish Nationality and Citizenship Acts, 1956 and 1986, grant women equal rights with men with respect to the nationality of their children.

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging co-education and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) the same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organisation of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

There is formal equality between men and women in all sectors and levels of education in Ireland. The provisions in the Constitution which relate to education are outlined in Article 42 as follows:-

"The State acknowledges that the primary and natural educator of the child is the Family and guarantees to respect the inalienable right and duty of parents to provide, according to their means for the religious and moral, intellectual, physical and social education of their children.

Parents shall be free to provide this education in their homes or in private schools or in schools recognised or established by the State.

The State shall not oblige parents in violation of their conscience and lawful preference to send their children to schools established by the State, or to any particular type of school designated by the State.

The State shall, however, as guardian of the common good, require in view of actual conditions that the children receive a certain minimum education, moral, intellectual and social.

The State shall provide for free primary education and shall endeavour to supplement and give reasonable aid to private and corporate educational initiative, and, when the public good requires it, provide other educational facilities or institutions with due regard, however, for the rights of parents, especially in the matter of religious and moral formation.

In exceptional cases, where the parents for physical or moral reasons fail in their duty towards their children, the State as guardian of the common good, by appropriate means shall endeavour to supply the place of the parents, but always with due regard for the natural and imprescriptible rights of the child."

2. Traditionally in Ireland, girls were expected and encouraged, both by parents and schools, to seek employment and train for careers in what were considered female occupations. These included semi-skilled jobs in industry, secretarial jobs, domestic employment and - at the professional level - teaching, nursing and some of the para-medical professions. Most women gave up full-time employment upon marriage and only returned when widowed or in cases of economic necessity. In the public service and State-sponsored bodies, retirement upon marriage was compulsory until 1973. Many industries and organisations in the private sector - for example, the major Irish banks - followed the same policy.

3. There has been a huge expansion in the education system from the mid-1960's to the present day. For many years successive Irish Governments have pursued a policy

of equality of educational opportunity for all and, since 1966, free second-level education has been provided. The growth in the school population required the provision of more classrooms, schools and staff. At the same time, the Irish economy changed from an agricultural base, where the majority of people lived in rural areas and were directly and indirectly supported by farming, to a more industrialised base which led to rapid growth of the urban areas - especially in the capital city, Dublin - and which required an enormous capital investment in school facilities. Today only 13% of the population are engaged in farming whereas in 1966 this figure stood at 32%. It was seen as essential to provide education, especially at third-level, which would provide young people with the practical skills and scientific and technical education required to fit them to work in the newly-established industries. A network of educational facilities was set up to respond to these needs and required a substantial investment from Government funds. In the period 1960 to date, there has also been an enormous capital investment in the Universities, which have been extended and re-equipped to cater for the increased student population in most disciplines and to provide the facilities to meet the requirements of modern scientific and engineering faculties. As an indicator of progress made in achieving equality in education, the Table beneath shows that in the school year 1983-84, 45% of those attending third level education were female. By contrast, in 1973-74 women represented only 36% of those attending third level education.

NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION ON 1st FEBRUARY, 1973 AND 1974, BY TYPE OF SCHOOL OR COLLEGE ATTENDED, PUBLIC, PRIVATE, AIDED AND NON-AIDED

Type of School or College	1973			1974		
	Boys	Girls	Total	Boys	Girls	Total
FIRST LEVEL						
National Schools	260,247	246,354	506,601	263,262	249,199	512,461
Special Schools	3,771	2,777	6,548	4,011	3,007	7,018
Special Classes	669	813	1,482	808	881	1,689
Non-aided Primary Schools	10,858	13,264	24,122	10,689	12,571	23,260
Others	81	—	81	11	—	11
TOTAL—FIRST LEVEL	275,626	263,208	538,834	278,781	265,658	544,439
SECOND LEVEL						
Junior Cycle						
Secondary Schools	49,108	62,891	111,999	50,094	64,822	114,916
Secondary Tops	285	1,636	1,921	292	1,632	1,924
Comprehensive Schools	1,873	1,495	3,368	2,340	1,982	4,322
Community Schools	402	270	672	1,749	1,405	3,154
Vocational (General)	33,192	15,030	48,222	33,755	15,172	48,927
Senior Cycle						
Secondary Schools	22,239	27,314	49,553	23,055	28,625	51,680
Secondary Tops	12	396	408	7	318	325
Comprehensive Schools	515	576	1,091	664	710	1,374
Community Schools	52	53	105	442	514	956
Preparatory College	2	16	18	2	14	16
Vocational (General)	3,305	1,686	4,991	3,737	2,020	5,757
Vocational (Secretarial)	60	4,158	4,218	36	3,961	3,997
Vocational (Technical)	282	179	461	213	140	353
Regional Technical Colleges (General)	275	91	366	157	44	201
Regional Technical Colleges (Secretarial)	—	119	119	—	165	165
Regional Technical Colleges (Technical)	9	66	75	58	102	160
Other Aided	908	513	1,421	917	499	1,416
Non-aided Senior Cycle						
Commercial	30	1,747	1,777	19	1,719	1,738
Religious	17	—	17	20	—	20
Radio Schools	291	—	291	272	—	272
TOTAL—SECOND LEVEL	112,857	118,236	231,093	117,829	123,850	241,679
THIRD LEVEL						
Aided						
Universities	13,050	7,468	20,518	12,675	7,685	20,360
Teacher Training—National	504	1,153	1,657	586	1,261	1,847
—Vocational	202	15	217	234	14	248
—Domestic Science	—	177	177	—	173	173
Vocational Technological	1,998	709	2,707	2,156	751	2,907
Regional Technical Colleges	885	329	1,214	1,248	352	1,600
Other Aided	701	298	999	992	499	1,491
Non-aided						
Teacher Training	—	284	284	—	232	232
Religious	840	1	841	786	1	787
TOTAL—THIRD LEVEL	18,180	10,434	28,614	18,677	10,968	29,645
GRAND TOTAL	406,663	391,878	798,541	415,287	400,476	815,763

Source: Department of Education Statistical Report
1972/73 - 1973/74

- NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION BY TYPE OF SCHOOL OR COLLEGE ATTENDED

Type of School or College	Boys	Girls	Total
FIRST LEVEL:			
Aided by Dept of Education			
National Schools	289,650	273,859	563,509
Ordinary Classes	283,251	269,227	552,478
Special Schools	4,968	3,485	8,453
Special Classes	1,431	1,147	2,578
Non-Aided			
Private Primary Schools	6,033	5,936	11,969
TOTAL – First Level	295,683	279,795	575,478
SECOND LEVEL:			
Aided by Dept of Education			
Lower Cycle			
General	106,319	102,033	208,352
Secondary and Secondary Tops	59,117	74,957	134,074
Comprehensive and Community	13,433	10,592	24,025
Vocational	33,769	16,484	50,253
Higher Cycle			
General	46,551	53,508	100,059
Secondary and Secondary Tops	32,236	42,599	74,835
Comprehensive and Community	4,772	4,469	9,241
Vocational	9,541	6,415	15,956
Preparatory Colleges	2	25	27
Secretarial	53	7,353	7,406
Secondary	5	72	77
Comprehensive and Community	4	730	734
Vocational	42	6,501	6,543
Regional Technical Colleges	2	50	52
Pre Employment	2,808	1,424	4,232
Comprehensive and Community	400	182	582
Vocational	2,408	1,242	3,650
Technical and Other	761	1,002	1,763
Secondary	19	361	380
Comprehensive	104	66	170
Vocational (2nd level)	275	239	514
Regional and Technology Colleges	363	278	641
Miscellaneous Schools and Colleges	–	58	58
Aided by Other Departments			
Miscellaneous Schools and Colleges	1,265	333	1,598
Non-Aided			
Commercial	191	808	999
Religious Institutions	–	–	–
TOTAL – Second Level	157,948	166,461	324,409
THIRD LEVEL:			
Aided by the Dept of Education			
H E A Institutions	16,338	13,979	30,317
Universities	13,019	12,230	25,249
Other H E A Institutions	3,319	1,749	5,068
*Teacher Training	348	2,125	2,473
†Primary	347	1,868	2,215
Domestic Science	1	257	258
Technical and Other	9,507	6,114	15,621
Regional and Technology Colleges	9,507	6,059	15,566
Residential Domestic Economy	–	55	55
Aided by other Departments			
Miscellaneous Schools and Colleges	82	6	88
Non-Aided			
Religious Institutions	856	226	1,082
Other	123	110	233
TOTAL – Third Level	27,254	22,560	49,814
GRAND TOTAL	480,885	468,816	949,701

* Students following teacher training courses in Physical Education are included in other H.E.A Institutions (Male 391 Female 204)

† Includes students (Male 8, Female 67) of the Froebal College of Education.

Source: Department of Education Statistical Report, 1983-84

4. Notwithstanding the fact that, as already stated, there is formal equality between men and women in all sectors and levels of education in Ireland, it has been acknowledged elsewhere in this Report that there are still many areas in Irish social, political and economic life where women are under-represented. In 1972, the Report of the Commission for the Status of Women stated that "equality of educational opportunity for girls is a fundamental and essential factor in ensuring that as adults they will have equality of opportunity with men in all areas of endeavour." The following specific recommendations in relation to education were contained in the Commission's report:

(i) the extension of co-education and the joint training of male and female teachers;

(ii) the provision of instruction in subjects which go beyond the traditionally accepted range of subjects for either sex;

(iii) a definite programme to be designed for the Post-Primary educational sector whereby the number of girls taking Mathematics and Science subjects to Leaving Certificate level could be increased; and

(iv) the direction of girls towards options relevant to technical and skilled employment levels.

5. In response to these recommendations, administrative rules and regulations which discriminated against girls and women teachers were deleted from the rule books of the Department of Education in 1977-1978. The Colleges of Education, which prepare students for careers in primary teaching, became co-educational colleges.

6. Following this, several important interest groups began to concern themselves with an examination of the school system, with a view to establishing to what extent the influence of school helped or hindered the preparation of girls to achieve equality in the working world; and to establish how the school traditions, structures, policies and hidden curriculum affirmed the traditional role of the sexes; and whether or not there was equality of opportunity within the school system, particularly in regard to subject offer. The Employment Equality Agency commissioned the Economic and Social Research Institute (ESRI)* to carry out a major scientific survey on its behalf and with the co-operation of the Department of Education. In April 1983 the Report "Sex Differences in Subject Provision and Student Choice in Irish Post Primary

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* The ESRI is an independent, non-profit making body which works to increase knowledge of the social and economic conditions of society, with particular reference to Ireland. It conducts research by its own staff in close co-operation with the Universities and other organisations.

Schools" was published, together with the response of the Employment Equality Agency and both were presented to the Minister for Education. Shortly afterwards the Irish Congress of Trade Unions and the Council for the Status of Women made submissions to the Minister for Education on sexism in education which, while not as detailed as the ESRI Report, supported the main thrust of its recommendations.

7. All of the foregoing developments served to place the question of equality of opportunity in education squarely on the political agenda. Following detailed and extensive discussions with the various educational interest groups in the country, the Minister for Education launched the Programme for Action in Education 1984-87 on 30th January, 1984. The major issues addressed in the programme include

- measures to achieve a real relationship between modern society, the world of work and education;
- steps to remove barriers to equality of opportunity;
- special attention to be given to the educationally, socially and economically deprived;
- more positive steps to ensure adequate standards of literacy and numeracy at the early stages of primary education;
- the provision of alternative courses for the 15-18 age group;
- options for catering for demand at third-level;
- positive steps towards eliminating sexism in the educational system; and
- an increased emphasis on the pre-service and in-service training of teacher.

8. Implementation of the recommendations in the Programme for Action in Education with respect to equality has been achieved in the following areas:-

(i) School Textbooks

Agreement has been reached with Irish Publishers of Textbooks that guidelines based on those of the International Reading Association for evaluating sex-stereotyping in Reading Materials will be used in relation to all future textbooks and in the revision of existing textbooks. Only books which fulfill these guidelines will be approved for use in National Schools.

(ii) Examinations:

For the first time in 1984, the Guidelines of the International Reading Association were applied to the examination papers set by the Department of Education and it was also arranged that examiners of scripts are no longer able to identify the sex of a candidate by the examination number on the scripts.

(iii) Pre-service and Inservice Courses:

A review of pre-service teacher training programmes with regard to the obligations of teachers to eliminate sexism/sex-stereotyping in the classroom is being carried out. On inservice courses held during Summer 1984, references were made to the need to promote equality of educational opportunity for boys and girls. Furthermore, in the primary school area, all inservice courses on aspects of the Curriculum and school organisation will in future include "an equality dimension", insomuch as special attention will be paid to the necessity to encourage teachers to examine their presentation of the Curriculum and school policies and also to assist them to explore the flexibility of the Curriculum to adapt the programmes so as to make them equally suitable and attractive to boys and girls. The percentage of females among second-level teachers who participated on inservice courses in Physics and Chemistry in 1984 was particularly encouraging, being 58% and 76% respectively. As girls schools have tended to employ female teachers these figures are a reflection of the situation in post-primary schools in recent years where more girls than heretofore are being given the opportunity to study Physics and/or Chemistry. The percentage of female teachers who attended inservice courses in Physics, Chemistry, Mathematics, Computer Studies and Mechanical Drawing held during 1984 is given in Table 1 as follows:-

Table 1:

Course Title	% Female Participation
Physics(Dublin)	62.5
Physics (Cork)	53.1
Chemistry	75.9
Mathematics (Higher Level - Experienced Teachers)	30.4
Mathematics (Higher Level - Beginners)	59.3
Computer Studies (advanced)	26.1
Computer Studies (Intermediate)	55.7
Mechanical Drawing	21.7

(vi) Co-education

The Programme for Action in Education states in this connection that:-

"Educating children of both sexes together is more in keeping with the concept of equality between the sexes and provides a better basis for developing co-operative but equal roles of men and women in adult life".

In line with this policy, the Planning Section of the Department of Education, when assessing school building requirements and applications for improvements etc., raises with management authorities the possibilities of extended co-operation between schools, the amalgamation of schools and the development of resource centres in catchment areas. Proposals for new post-primary schools are encouraged by the Planning Section on a co-educational basis.

The foregoing commentary sets out developments in educational policy under specific equality - related headings. Other measures of relevance to this discussion which have been introduced include the following:-

(1) European Social Fund Training Programme for Young Women in High Risk Employment

Approval has been received from the European Social Fund, which is operated by the Commission of the European Communities, for the establishment of a small training programme specifically geared to providing training for young women in high risk employment and who left school with no qualifications and without the skills and knowledge necessary to succeed in life. The aim of the programme is to provide three modules for those who wish to proceed to further training. These modules are:-

(a) introduction to computer technology;

(b) introduction to technical areas e.g. woodwork, metalwork; and

(c) basic literacy and numeracy skills.

(iv) Subject Choice

As a direct result of efforts made by the Department of Education to promote the study of the physical sciences and higher level mathematics by both boys and girls, there have been significant increases in the number of pupils taking higher level Mathematics, Physics and Chemistry at Leaving Certificate Level in recent years. The number of pupils taking these subjects in 1980 and 1984 is given in Table 2 as follows -

Table 2 - Pupils taking Higher Level Mathematics, Physics and Chemistry, in 1980 and 1984

Subject	1980		1984		% increase	
	M	F	M	F	M	F
Mathematics (Higher level)	9,478	5,240	11,860	6,398	25%	22%
Physics	10,231	1,748	15,832	4,320	54%	147%
Chemistry	10,438	5,485	12,519	8,274	20%	51%

(v) Classroom Procedures/School Organisation:

At all Inspectors' Conferences, Teachers' Conferences, etc. in 1984 the need for a special awareness of sexism in education was highlighted and Inspectors were asked to discuss with teachers the need to modify existing lessons and procedures in classrooms. Furthermore, Inspectors in their visits to co-educational post-primary schools encourage principals and teachers generally to offer subjects to pupils without any sex categorisation. Feedback to date is encouraging, and many teachers are now aware of the need for positive action in this area. Schools which do not have the facilities for science teaching or the specialist teachers required are being encouraged to share facilities locally, especially amongst small neighbouring schools. The Planning Section in the Department of Education continues to promote the establishment of co-educational post-primary schools as part of its rationalisation programme under the Programme for Action in Education 1984-87.

(2) Programme to promote equality in education for boys and girls

It was recently agreed that two projects concerning equality of educational opportunity should take place to include (i) a pre-pilot project in physics and (ii) a project on Inservice Training for teachers of mathematics and science subjects. Special budgetary provisions were made by the Department of Education for the financing of these projects.

(3) Grants to Mature Women Students

This scheme was established by the Minister of State for Women's Affairs and is designed to provide financial assistance in the form of a grant to unwaged women students over twenty-five years of age who are taking an approved undergraduate degree, diploma or certificate course. The Scheme was organised in 1985 and again in 1986, and most of the successful applicants have been married women with children. Courses pursued by successful applicants ranged from sociology and arts to civil engineering, computer studies and environmental sciences.

(4) Adult Education

Adult education is available to both men and women. The Vocational Education Act, 1930, established Vocational Education Committees throughout the country and gave them responsibility for the provision of what was described in the Act as "Continuation Education". These Committees have traditionally been the main providers of adult education in Ireland. In 1979 the Government decided that 50 organisers should be appointed to develop adult education services. The organisers were appointed by the Vocational Education Committees. Community and Comprehensive schools, third-level colleges, and the universities; the trade unions and a number of voluntary groups are all involved in the area of adult education. Many adult education organisations are affiliated to AONTAS - the National Association of Adult Education. In addition, grants are made available by the Department of Education to voluntary organisations which are involved in this area. In November, 1981, a Commission on Adult Education was established by the Minister for Education with the purpose of drawing up a National Plan for the development of adult education. The subsequent Report of the Commission gave specific recognition to the changing position of women in Irish Society and the important role which adult education can play in realising the potential of women as contributors to all aspects of Irish life, including the economy. The Commission stated that adult education should prompt awareness of women's rights and of the necessity to persevere in securing them.

In the course of the examination of the findings of the ESRI Report on Sex Differences in Subject Provision and Student Choice which has already been referred to, it was recognised that the adult education agencies have an important part to play in educating parents to break down the traditional barriers and prejudices which some parents may have in aspirations for their sons and daughters. In July, 1984, the Minister for Education asked all the organisations and agencies involved in Adult Education to do everything possible to improve the awareness of parents in this regard.

(5) Reduction in female student drop-out rates

In order to contribute to the reduction of female drop-out rates AnCO - the State's Industrial Training Authority - have taken the following steps:

1. The provision of Youth Skills and a Skills Foundation Programme for early school leavers of both sexes.
2. Part-time and full-time Return to Work courses are provided for women who have been absent from the Labour Market for some years. Many of these women left school prematurely with little or no academic qualifications. This training intravention has been extremely successful in helping them make the transition back into the labour force.

An Equal Opportunities Sector within AnCO has been given responsibility for monitoring the implementation of AnCO's Equal Opportunities Policy and ensuring that the steps taken so far by AnCO in this field continue to be developed in the future.

In addition to the measures taken by AnCO, the State's recruitment and training agency for the hotel, catering and tourism industry - CERT - provides a comprehensive support system for students while in training to avoid the possibility of student drop-out.

Sport

The Department of Education and Cospóir - the National Sports Council - have been active in the promotion of greater involvement of women in sport. This was a direct result of a Seminar which was hosted by Ireland in 1980 under the auspices of the Council of Europe on the particular theme of "The Greater Involvement of Women in Sport". This Seminar concluded, inter alia, that women rejected the notion of developing their own exclusive forms of sport and that action should be taken by the appropriate authorities to help eliminate sexism in sport. Subsequently, at the 3rd Conference of European Ministers for Sport in 1981, a Resolution proposed by Ireland was adopted. The Resolution stated that "European Minister for Sport resolve to take all appropriate active policy measures in their countries to encourage greater involvement of women in sport, in particular by encouraging public authorities, sports federations, and other parties involved to recognise and accept their individual responsibilities in facilitating a fundamental attitude towards women's participation in sport".

Following on from this, 'women in sport' was designated as the theme of the "Sport for All" campaign which was sponsored by the National Sports Council in 1982. In addition, to mark the closing year of the UN Decade for Women and in view of the fact that the majority of sports awards are male-orientated, the Council in co-operation with a sponsor made 6 awards on a two-monthly basis throughout 1985 for outstanding performances in sport by women. At the end of 1985, two additional categories of awards were designated. These were:

- women who, through personal effort and initiative, had regained physical fitness, improved their life-style and thus acted as examples for the commmunity; and
- women administrators/organisers who made it possible for many more people to participate in sport.

Scholarships and study grants

Educational grants and scholarships provided by the State are available equally to men and women.

Health Education

The Health Education Bureau - a statutory body under the auspices of the Department of Health - has primary responsibly for the formulation and implementation of health education programmes in co-operation with schools, health boards and other statutory and voluntary bodies. The Health Education Bureau provides teacher-training in health education and also provides back-up services to schools who wish to run programmes in health education. Although health education per se is not included in the curriculum of either primary or second level schools, many schools throughout the country provide health education courses e.g. Learning for Life, Life Skills, Social and Health Education, etc. The subject of family planning is discussed in the commentary under Article 12.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

    (a) The right to work as an inalienable right of all human beings;

    (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

    (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

    (d) The right to equal remuneration, including benefits, and equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

    (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

    (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

    (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

    (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

GENERAL INTRODUCTION

On acceding to this Convention, Ireland entered the following reservation in relation to Article 11.1:-

> "Ireland reserves the right to regard the Anti-Discrimination (Pay) Act 1974 and the Employment Equality Act 1977 and other measures taken in implementation of the European Economic Community standards concerning employment opportunities and pay as sufficient implementation of Articles 11.1 (b) (c) and (d)".

It was considered prudent to enter such a reservation because, while the two Acts quoted above complied with European Community standards which are recognised internationally as being of the highest level, the 1977 Act does not provide women with a blanket right to the same employment opportunities as men. Accordingly, such exceptions to the rights set out in Articles 11.1 (b) (c) and (d) as are implicit in the Convention will be assessed in Ireland by reference to European legislative exemptions.

Section 12 of the Employment Equality Act 1977 provides that it does not apply to employment in the Defence Forces, the Garda Siochana (Police Force), the Prison Service, or in a private residence or by a close relative. However, important refinements have been made to these exclusions since 1977. In 1979, the Defence (Amendment) (No. 2) Act provided for the enlistment of women into the Defence Forces. In 1985, the Employment Equality (European Communities) Regulations abolished the general exemption of the Garda Siochana (Policy Force) and the Prison Service from the provisions of the 1977 Act, details of which are given in the commentary under Article 2(b). These Regulations also modified the exclusion of employment in a private residence or by a close relative from the scope of the Act by substituting only employment which consists of the performance of services of a personal nature - such as the care of an elderly or incapacitated person in that person's home - where the sex of the employee constitutes a determining factor.

In Ireland, the field of employment is now governed by;

- the Anti-Discrimination (Pay) Act, 1974; and
- the Employment Equality Act, 1977

Under the 1974 Act, the principle of "equal pay for like work" was introduced into Irish labour law. Employees in dispute with an employer arising from claims to equal pay may refer their cases to an Equality Officer of the Labour Court for investigation. Recommendations by Equality Officers may be appealed to the Labour Court or, on a point of law, to the High Court.

The 1977 Act prohibits discrimination on grounds of sex or marital status in recruitment for employment, in training, in conditions of employment or in the provision of opportunities for promotion. Three kinds of discrimination are prohibited under the Act: direct and indirect discrimination and victimisation. The enforcement procedures are similar to those under the 1974 Act. In addition, an independent body known as the Employment Equality Agency was created under the 1977 Act. The Agency has the general function of supervising the operation of both the 1974 and 1977 Acts, which are construed together as the one code.

The trend of increasing participation by women, particularly married women, in the Labour Force that has been a feature of most Member countries of the Organisation for Economic Co-operation and Development, has also occurred in Ireland. The proportion of married women in the Labour Force has grown from 7.5% in 1971 to 20.4% in 1985. The number of women at work (married and single) expressed as a percentage of the total number of persons at work has moved from 26.5% in 1971 to 30.8% in 1985. This is illustrated in the following tables:-

LABOUR FORCE
: PARTICIPATION RATES FOR SINGLE AND WIDOWED FEMALES 1971 - 85

Age Group	1971	1975	1977	1979	1981	1983	1984	1985
	Per Cent							
15 - 19*	48.4	48.2	41.8	42.4	38.7	34.2	33.8	33.1
20 - 24*	88.2	88.2	88.6	87.5	87.9	85.8	86.2	85.8
25 - 34	84.5	86.6	85.4	86.9	88.2	87.8	90.8	88.7
35 - 44	69.6	68.3	63.8	69.4	71.1	71.4	71.8	70.6
45 - 54	57.4	54.6	52.0	55.8	55.1	57.6	54.9	49.3
55 - 64	41.3	35.9	35.4	34.9	34.8	33.7	31.0	29.4
65 and over	14.6	8.3	6.7	5.6	5.9	5.6	4.3	3.9
Total	50.3	46.9	44.2	45.1	44.9	45.1	44.7	42.8

*Including first job seekers

LABOUR FORCE
: PARTICIPATION RATES FOR MARRIED[+] FEMALES 1971 - 85

Age Group	1971	1975	1977	1979	1981	1983	1984	1985
	Per Cent							
15 - 19*	11.9	25.7	21.2	16.7	26.1	32.3	30.6	31.3
20 - 24*	15.2	24.3	28.4	28.5	35.2	41.0	41.0	40.4
25 - 29	10.5	17.9	19.7	22.1	26.8	32.6	33.5	33.8
30 - 34	7.2	14.1	14.0	15.5	16.8	21.4	21.1	23.4
35 - 39	6.7	12.9	13.4	14.6	15.6	19.2	18.2	19.2
40 - 44	6.8	15.8	15.2	16.8	17.0	20.4	20.0	20.3
45 - 49	7.1	15.5	15.0	14.7	16.2	21.3	18.8	20.0
50 - 54	7.5	16.0	13.7	14.1	14.3	17.3	18.4	19.0
55 - 59	7.1	12.6	11.4	12.2	11.3	14.2	13.6	13.7
60 - 64	5.9	10.5	7.8	8.5	7.9	10.7	8.3	8.8
65 and over	2.9	4.5	2.9	2.0	2.3	2.7	2.1	2.4
Total	7.5	14.5	14.4	15.2	16.7	20.0	19.5	20.4

[+] Including separated
*Including first job seekers

Source: 1971, 1979, 1981 - Census of Population

Other years - sample   Labour Force Survey

Female (15-64 yrs) Participation Rates by Marital Status

(%)

Marital Status Year	1971	1975	1977	1979	1981	1983	1984	1985
Single	66.4	65.1	61.9	62.8	62.3	61.7	61.8	60.6
Married	8.0	15.5	15.4	16.4	18.9	21.9	21.4	22.2
Widowed	35.3	32.6	29.4	29.5	25.5	26.2	23.8	22.0
Total	32.2	33.9	32.8	34.3	35.3	36.9	36.3	35.9

Sources: COP 1971, 1981
Labour Force Surveys 1979, 1983, 1984 , 1985.

Female (15-64 yrs) Participation Rates by Age Group

(%)

Age Group Year	1975	1977	1979	1981	1983	1984	1985
15-24 yrs	56.3	52.7	54.2	53.5	53.0	53.2	51.0
25-44 yrs	26.8	27.0	28.9	31.6	34.8	34.4	34.2
45-64 yrs	22.8	22.0	22.1	21.9	23.9	22.0	21.6
Total (15-64 yrs)	33.9	32.8	34.3	35.3	36.9	36.3	35.9

Sources: COP 1981; Labour Force Surveys, 1979, 1983, 1984.1985.

Article 11.1(a)

States Parties shall take all appropriate measures......to ensure... on the basis of equality of men and women:

The right to work as an inalienable right of all human beings.

The right to work or to earn a livelihood, as a personal right, has been identified in the Irish Courts as existing in the guarantees of Article 40.3.1 of the Irish Constitution. Article 40 provides for the personal rights of the citizens. Article 40.3.1 states that the State "guarantees in its laws to respect, and, as far as practicable, by its laws to defend and vindicate the personal rights of the citizen". Article 45.2.1 provides that the State shall, in particular, direct its policy towards securing;

> "That the citizens (all of whom, men and women equally, have the right to an adequate means of livelihood) may through their occupations find the means of making reasonable provision for their domestic needs."

Article 11.1.(b)(c)

States Parties shall take all appropriate measures... to ensure... on the basis of equality of men and women:

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training.

As already indicated, the Employment Equality Act, makes it unlawful to discriminate on grounds of sex or marital status, in relation to recruitment for employment, to conditions of employment (other than pay, which is covered by the 1974 Act), to training or in the matter of opportunities for promotion. A specific provision of a positive action nature is also made in the Act for the provision of vocational training in cases where a particular sex is underrepresented in the workforce.

In addition, Section 37 of the Act empowers the Employment Equality Agency to draw up a Code of Practice on Equality of Opportunity in Employment a task which was completed by the Agency in 1983. The Code does not impose any legal obligations on either employers or employees and failure to observe the Code does not by itself render anyone liable to proceedings. The purpose of the Code is to provide guidelines and advice for employers, workers, trade unions and employment agencies to help them to eliminate unlawful discrimination and to avoid its recurrence. It is intended that the Code should assist in the following ways:

- by explaining what measures are unlawful under the Acts;
- by providing a basis for considering changes in company policies and collective agreements;
- by recommending positive measures which should be implemented to promote genuine equality of opportunity and equal pay for equal work.

The code of practice has received the widest circulation and broad support from employers and employees.

While the 1977 Act is aimed primarily at the prevention of discrimination by employers, it also prohibits discrimination by organisations concerned with the provision of training courses as well as placement and guidance services provided by employment agencies. Discrimination as regards admission to membership of trade unions and employer organisations is also covered by the Act since such membership can affect eligibility and prospects for employment. Another important feature of the Act is that it prohibits the display or publication of discriminatory advertisements.

The procedures for enforcement and for redress under the Employment Equality Act are outlined in detail in the commentary under Article 2(c). The Table below shows the number of cases which have been referred to the Labour Court in each year since the Act came into operation and indicates the extent to which these enforcement procedures have been availed of:

YEAR	No. of Cases
1977	3
1978	12
1979	19
1980	29
1981	21
1982	35
1983	36
1984	36
1985	19
Total	210

As regards the reference in this Section of the Convention to the application of the same criteria for selection in matters of employment, the recently adopted Equal Opportunity Policy and Guidelines for the Civil Service provides, *inter alia*, that:

- it is essential to ensure that there is no bias against candidates on grounds of sex or marital status at interview boards;
- those with responsibility for staff should ensure that a sex or marital status bias, or any assumptions about mobility or length of service, are not introduced into staff reporting arrangements whether formal or informal and including assessment and appraisal systems;
- official circulars which invite applications for promotion competitions should inform applicants that the Civil Service is committed to a policy of equal opportunity; and
- promotion procedures (e.g. those relating to job descriptions, job specifications, application forms, marking schemes etc.), whether related to competitions or internal selection, should not discriminate either directly or indirectly on grounds of sex or marital status.

The Irish Industrial Training Authority, AnCO, operates an Equal Opportunities Policy which confirms the organisation's commitment to equal access to training for all on the basis of individual merit and without regard to sex or any other factor. AnCO has a responsibility through training initiatives to help redress labour market imbalances caused by sexual discrimination. In order to ensure equality of access to all types of training, the following steps have been taken:

- Equal access to training is guaranteed by AnCO's Equal Opportunities Policy.
- Equality awareness and attitude development workshops are arranged for staff involved in the recruitment and promotion of training. This is designed to ensure that selection for training is made on an objective basis and that encouragement is given to women and men to take full advantage of training opportunities.

As regards specific provisions for women, AnCO adopted an equal opportunities policy in 1975. The policy has as its focus increased participation by women and girls on training programmes; the integration of women into occupations traditionally held by men, and the unique training needs of women who return to paid work after a break. Research undertaken by AnCO had indicated that if women are to successfully make the transition into traditionally male areas of employment, it will be necessary for them to be trained to a relatively high skill level for specific and defined occupations, as opposed to acquiring a lower level range of skills. This is regarded by AnCO as an important criterion for non-traditional programmes.

There are five AnCO programmes with special interest for women, viz:

- apprenticeship for girls;
- training for the unemployed.
- initiatives for women in employment;
- research;
- courses for women in non-traditional areas of employment (See commentary under Article 4.1)

As a result of this initiative by AnCO, the participation rates for women in training courses has improved considerably. In 1971 5% of trainees were women and in 1986 the participation rate had risen to 34%. However, despite its best efforts, AnCo has been unable to expand its recruitment of women for the courses as rapidly as had been expected. Furthermore participation by women in non-traditional areas has been slow.

Apart from AnCO, the other main training agencies in the State, CERT (Council for Education Recruitment and Training for Hotel, Catering and Tourism Industries), BIM (Irish Sea Fisheries Board) and ACOT (Council for Development in Agriculture) operate training courses within their specific areas of responsibility and give equal opportunity in training to males and females.

Article 11 1(d)

States Parties shall take all appropriate measures ... to ensure ... on the basis of equality of men and women:

The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work.

The Anti-Discrimination (Pay) Act, 1974, which came into operation on 31st December, 1975, established the legal right to equal remuneration where a person of one sex employed by the same employer in the same place of employment is doing "like work" with a person of the opposite sex. "Remuneration" in this context is defined as including any consideration, whether in cash or in kind, which an employee receives directly or indirectly in respect of her/his employment from her/his employer. The Act sets out certain criteria relating to the definition of "like work", one of which is "where the work performed by one is equal in value to that performed by the other in terms of the demands it makes in relation to such matters as skill, physical or mental effort, responsibility and working conditions".

The Act prescribes procedures whereby a person who has been denied her/his legal entitlement to equal pay, or who has been dismissed by her/his employer because of a claim for equal pay, may seek redress. Equality Officers of the Labour Court investigate disputes between employers and employees about equal pay and make a recommendation. A party to a dispute may appeal to the Labour Court against an Equality Officer's recommendation or may request a determination that the recommendation has not been implemented. She/he may appeal to the High Court against a determination of the Labour Court on a point of law. In the case of a dismissal, the Labour Court is empowered to direct an employer to reinstate the aggrieved employee and to award compensation.

The number of cases referred to Equality Officers under the equal pay legislation since 1976 is given in the Table below.

YEAR	CASES REFERRED TO EQUALITY OFFICERS
1976	51
1977	79
1976	88
1979	99
1980	107
1981	57
1982	24
1983	34
1984	30
1985	14
Total	583

Article 11.1(e)

States Parties shall take all appropriate measures ... to ensure ... on the basis of equality of men and women:

The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave on the basis of equality of men and women:

The Irish social welfare code provides the same level of support to men and women in the case of retirement, unemployment, sickness, invalidity, old age and other incapacity to work. The Social Welfare (No.2) Act, 1985 - which has now been brought fully into effect - provided for the removal of the remaining areas of discrimination in the social welfare code. The main areas of discrimination which existed prior to bringing the Act into effect concerned the entitlements of married women who:

(a) were paid lower rates of benefit than beneficiaries generallly in the schemes of disability benefit, unemployment benefit, invalidity pension, and occupational injuries benefit;

(b) were paid unemployment benefit for a maximum duration of 312 days as against 390 days generally;

(c) were effectively debarred from applying for unemployment assistance; (but not unemployment benefit); and

(d) had different conditions applied to them in the matter of adult and child dependants.

The Holidays (Employees) Act, 1973 provides for paid leave - equivalent to three working weeks where there are twelve qualifying months of service - and public holidays for all workers, irrespective of sex. Conditions governing entitlement apply equally to both sexes.

Article 11.1(f) and Article 11.2(d)

States Parties shall take all appropriate measures .... to ensure ... on the basis of equality of men and women;

1(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

State Parties shall take appropriate measures:

2(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

Section 16 of the Employment Equality Act, 1977, includes a saver for special treatment in employment in connection with pregnancy. This section provides that "nothing in this Act shall make it unlawful for an employer to arrange for or provide special treatment to women in connection with pregnancy or childbirth."

Irish safety and health legislation applies to all workers. In addition, there are extra safety and health provisions relating to women. For example, when granting shift work licences in respect of industrial work, the Department of Labour attaches a recommendation that pregnant workers rostered to work on late shift should have the option to transfer to an alternative shift, depending on medical advice. This recommendation is subject to negotiation between employer and employee. Also, pregnant women are not required to operate VDUs in the Civil Service.

Article 11.2(a)

In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures;

To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or maternity leave and discrimination in dismissals on the basis of marital status;

The Unfair Dismissals Act, 1977 provides that generally it shall be unfair to dismiss a worker because of her pregnancy or matters connected therewith. The Employment Equality Act, 1977, provides that discrimination shall be taken to occur, inter alia, where because of her/his marital status a person is treated less favourably than a person of the other sex. In the case of both of these Acts, appropriate sanctions in the form of fines and/or compensation can be applied for breaches of their provisions.

Article 11.2(b)

States Parties shall take all appropriate measures:

To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

The purpose of the Maternity Protection of Employees Act, 1981 is to provide maternity protection for an employee who is expecting a baby. It does so by giving her certain legal rights, the main ones being:-

(i) the right to take paid maternity leave for a period of 14 weeks;

(ii) the right to take additional maternity leave; (this can be up to four consecutive weeks immediately after maternity leave, and there is no need to specify a reason for it during this optional extra period; the employer is not obliged to pay an employee during such leave nor is she entitled to a maternity allowance from the Department of Social Welfare);

(iii) the right to return to work;

(iv) the right to take time off from work for ante-natal and post-natal care in accordance with Regulations made under the Act; and

(v) the right to protection of her job during maternity leave, additional maternity leave and time off for ante-natal and post-natal care.

The Act also provides machinery for the processing of disputes or appeals arising out of its provisions.

Maternity benefits are provided by the Department of Social Welfare and consist of a maternity allowance for women in employment and general maternity allowances. The maternity allowance scheme for women in employment was introduced in April 1981 for women on maternity leave under the provisions of the Maternity Protection of Employees Act 1981. For those entitled to maternity leave - in general women in full-time employment - the Act provides a minimum period of 14 consecutive weeks leave. To be entitled to the leave an employee must give her employer 4 weeks prior notice in writing of her intention to take maternity leave. To qualify for the full entitlement of 14 weeks leave, at least 4 weeks of the leave must be taken before the expected date of confinement and 4 weeks after confinement. The remaining 6 weeks may be taken either before or after the confinement in whatever manner suits the employee.

Maternity allowance is payable for the 14 weeks maternity leave period. The level of payment from July 1986 is 70% of a woman's reckonable weekly earnings in the relevant income tax year. In addition to this scheme, women who have left full time employment may qualify for Maternity Benefit in certain circumstances. This benefit is subject to qualifying contribution conditions and is normally paid for 12 weeks.

Article 11.2(c)

States Parties shall take all appropriate measures:

To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

The present Government policy in relation to day care services for young children for which the Minister for Health has responsibility, is to make funds available, insofar as resources allow, for the provision of facilities throughout the country. Generally speaking, this is done by way of financially assisting and encouraging voluntary effort to establish centres including pre-schools, with particular reference to the needs of children in disadvantaged families. In making funds available, priority is given to centres catering for children where

(i) the mother is chronically ill and unable to care for her children during the day.

(ii) single parent homes where the parent is obliged to go out to work.

The overall policy view is that the availability of such facilities will contribute to the alleviation of stress situations and prevent family breakdown which could otherwise lead to the placement of children in care. Health Boards make grants of up to 65%-70% of the running costs of centres providing day care services for children of families in need of special support. The remainder of the funding is provided by parents' subscriptions and fund-raising activities. The establishment of the centres is usually left to voluntary organisations and private individuals. In 1985 grants amounting to approximately £1.3m were made available through the Health Boards for the support of existing day care facilities and the extension of new ones, the figure having risen from £0.4m in 1981. Approximately 230 facilities were involved, covering over 6,000 children. In all, there are now an estimated 20,000 children attending 14-1500 Day Care Centres, including those funded by the Health Boards.

In addition, Local Authorities have powers under the Housing Acts to provide facilities (which may include creches) in connection with their housebuilding programme, but mainly amenity-type facilities are provided at present. In an informal way, however, Local Authorities do encourage the provision of playgroup facilities, as an exercise in community development. Organisers may be provided by the Authority to get the Groups going and small equipment grants may be made. The majority of playgroups are, however, initiated and run by parents themselves. The Irish Pre-School Playgroups Association (IPPA), which receives a State grant towards its running expenses, has over 1,000 affiliated playgroups and the services of a national adviser who operates a system of voluntary registration. A similar network of Irish language playgroups, which also receive financial support from the State, has 146 groups throughout the country at present. These numbers do not, however, represent the total number of playgroups in the country. As in other countries, a range of other private arrangements/ facilities exist, such as child-minding, private creches and pre-school facilities. As no system of registration yet exists, however, there is no estimate available of their number.

With respect to enabling parents to combine family obligations with work responsibilities tne job-sharing and career break schemes in the Civil Service and the wider public sector are of particular relevance . The position in regard to these schemes is indicated in the tables below. Further, on 2 February, 1987, the Minister for Labour opened the first work-place creche in the Civil Service.

CAREER BREAKS 1986

Grade Profile	Applicants	Male	Female	Grantees
TOTAL	1493	499	994	1476

JOB SHARING 1986

Grades	Applications No.	M	F	Approvals
TOTAL	461	19	442	281

Sector	Career Breaks		Job-Sharing	
Civil Service	1666	(1476)*	327	(281)
Health	1847	(1559)	Nil	(Nil)
Local Authorities	360	(318)	Not yet introduced	
Teachers	467	(435)	Ditto	
VECs	29	(17)	Ditto	
State Sponsored Bodies	433	(233)	64	(44)

* Figures to 31 January, 1986, are shown in brackets.

Article 11.3

Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

Section 35 of the Employment Equality Act, 1977, empowers the Employment Equality Agency, inter-alia, to keep under review the working of the 1974 equal pay legislation as well as the 1977 Act itself and, whenever it thinks it necessary, to make proposals to the Minister for Labour for amending either or both of those Acts. The Agency has undertaken a detailed review of the 1974 and 1977 Acts and has submitted proposals for their amendment to the Minister for Labour. The Agency's proposals in the matter are at present under consideration.

Section 38 of the 1977 Act also empowers the Agency to carry out a review of any provision of existing protective legislation where it considers that such a provision is likely to affect or impede the elimination of discrimination in employment or the promotion of equality of opportunity between men and women in employment. To date, the Agency has carried out and published two such reviews relating to weights and to the ban on industrial nightwork for women.

As already stated in the commentary under Article 2(f), the ongoing review of Ireland's protective legislation has resulted in recent initiatives in the case of women involved in nightwork and in work in mines. These initiatives are an earnest of the Irish Government's willingness to revise and update protective legislation in the light of scientific and technological knowledge and other relevant factors.

Article 12.(1)

States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning

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INTRODUCTION

The major responsibility for health policy in Ireland lies with the Minister for Health and the Department of Health. Legislation and regulations setting out the broad structure within which better health services for the nation can be developed are introduced by the Minister and are approved by the Dáil and Senate.

In administering the Health Services and in pursuing the basic aim of Irish health policy which is "to promote the enjoyment by all of the highest possible level of health", the Department and Minister have a number of advisory and executive bodies to help them. The practical details and working of the Health Services at local level are decided upon and administered by eight Health Boards. They have local involvement at board level to ensure that central policy decisions are implemented in a way acceptable to local interests.

Health services in Ireland have enjoyed very rapid growth over the past ten years and by 1986 health expenditure was estimated at £1,195 million or about 7.8% of Gross National Product (GNP). Among the major achievements in the past decade were:

- the extension of free hospital services to the entire population;
- improved diagnostic, treatment and care facilities resulting in a significant reduction in the average length of stay in hospitals;
- a significant growth in the numbers of consultant and other medical staff together with corresponding increases in nursing and paramedical staff;
- improved services and facilities for the mentally ill, mentally handicapped and physically disabled persons; and

- a widening of the scope of public health services, principally in the community care sector.

Organisation of health services

The health services in Ireland are organised on a regional basis with eight Health Boards covering the country. There is a considerable emphasis placed on community or out-patient health care. This emphasis on the provision of services on a community basis will continue to be a major element of health policy for the future. Community health care is vested in a team which brings together a very wide array of health and welfare services, of which the core elements are generally practitioners and community nursing services. Steps will be taken in the immediate future to increase the effectiveness of general practitioners through closer contact with hospitals and health services and by developing a style of practice which is less dependent on drug therapy. The provision of an effective home nursing service, especially in regard to care for the aged, will be a priority, and the role of the existing public health nursing service will be reviewed as part of this process.

Health needs of women

Any improvement in the health service benefits the population as a whole. It is thus difficult to differentiate between services intended for all groups in the population and those of particular relevance to women. However, the following health issues are of particular concern to women:

(i) maternity and child health (see commentary under Article 12.2);

(ii) family planning;

(iii) services for prevention and treatment of specifically female illnesses, or illnesses with a disproportionate effect on women;

Family Planning

Under the Health (Family Planning) (Amendment) Act, 1985 non-medical contraceptives may be obtained by persons over 18 years of age from pharmaceutical chemists, doctors, health centres, licensed family planning clinics, and voluntary hospitals providing maternity services. A doctor's prescription is required for the purchase of medical contraceptives.

Preventive medicine

The Health Education Bureau was established in 1975 and the past decade has seen a tremendous increase in the importance of health education as part of the national health system. The Health Education Bureau has the functions of drawing up and executing programmes of health education, evaluating health education activities and acting as a national centre of expertise and knowledge in all aspects of health education. Major programmes of the Health Education Bureau to date include nationwide campaigns aimed at the reduction of cigarette consumption, excessive alcohol consumption, and vaccination programmes for children. The programme with most effect on women's welfare has dealt with pregnancy education.

Cancer Screening Services for Women

Cervical Screening Services

Cervical smear tests for all women are available through general practitioners, maternity hospitals on an out-patient basis and a number of health centres throughout the country. The demand for screening services has grown in recent years - in 1983, only 29 health centres carried out cervical smear tests, whereas by 1986 the service was being provided by around 120 health centres. In 1970 the Department of Health arranged for a free laboratory screening service for the purpose of detecting pre-invasive cancer of the cervix uteri at the National Cytology Laboratory at St. Lukes Hospital, Dublin. This service is available free of charge to all women irrespective of income. (If a woman avails of this service through her general practitioner she is liable for a fee unless she is a medical card holder). Testing of smears is also carried out in the laboratories of the major maternity hospitals and to a lesser extent in the laboratories of some larger hospitals. Smears taken by general practitioners, or at hospitals which do not possess laboratory screening facilities themselves, are normally referred to St. Luke's Hospital or to one of the major maternity hospitals. The cervical smear testing service is non-selective in that any woman who wishes to avail herself of the test can do so.

In 1984 the estimated total number of smears tested was 118,500. In 1985 the figure was approximately 127,500, that is, an increase of 9000 over the previous year and this trend is expected to continue.

Mammography Services

Mammography facilities are available in selected hospitals throughout the country. These hospitals carried out an estimated total of 3,500 examinations but none of them provide a self-referral screening service open to all women. By and large, mammographic examinations carried out at these hospitals are on symptomatic women or those in a high risk group. Those in the high risk group include:-

- those aged over 45 years;
- those who have had an immediate relative who has suffered from breast cancer;
- those who have already had a cancer episode in a breast.

The Department of Health is at present carrying out a study of the mammography services in each of the eight hospitals which provides this service. When this study is complete it will be possible to access the yield of the present level of service. The question of providing a mammography screening service for all women will also be considered in the light of this study and in the light of international randomised control trials which are at present in progress. In the meantime it is considered that education in breast self-examination together with vigorous case-find in general practice and other areas of the health service can be very effective in early detection. The Health Education Bureau and the Irish Cancer Society actively promote this technique amongst women.

Domestic violence

The most recent important initiative in this field has been the opening, in January 1985, of a specialised medical and counselling centre for the victims of sexual assault. This centre, which is staffed entirely by women and is open on a 24-hour basis, is located in one of the most prestigious maternity hospitals in Ireland and is conveniently located in the centre of Dublin. During the last 15 years or so there has generally been growing recognition of and help for women who are victims of violence within and outside the family, through legislative and administrative reform and through the establishment of refuges and counselling services. Notably, the Family Law (Protection of Spouses and Children) Act, 1981 enables one spouse to obtain an order barring the other violent spouse from the family home. Health Board Community Care Teams provide support services to all families in need as a result of family violence. There are refuges and rape crisis centres in operation in the major cities. These have been founded and are run by voluntary organisations but with Government co-operation and financial assistance.

Drug Abuse

Over the last few years, Ireland has witnessed an alarming increase in the incidence of drug abuse. The problem has been highlighted by a particularly high level of heroin abuse. Against this background and in response to the growing problem, the Government set up a Special Governmental Task Force on Drug Abuse in 1983 to devise a comprehensive plan of action to combat the problem. The recommendations of the Task Force, which are currently being implemented, cover the areas of law enforcement, treatment facilities, education, youth and community work, services and research. Significant progress has been made in the implementation of these recommendtions.

Information available has pointed to the need for a different approach in terms of treatment and rehabilitation for female addicts as compared with male addicts. In general, there tends to be a greater unwillingness among females to participate in rehabilitation programmes. In addition, they have very low levels of self esteem, are insecure and do not seem to have any real sense of control over their lives. Their home environment is likely to have been one of alcoholism, instability, deprivation, inconsistent discipline, conflict and violence, including sexual agression. The particular problems associated with female addicts are compounded in the case of those with children.

The National Drug Advisory and Treatment Centre and the maternity hospitals maintain a close liaison to ensure that the special needs of mothers who are drug addicts and their babies, are catered for. Pregnant patients at the Centre are given special help through group therapy meetings etc. Also, in response to the particular needs of female addicts, a residential centre which provides a drug-free therapeutic community regime for drug addicts who have formed a positive intention to abstain from drugs, now operates a special programme for women run by female staff members. The programme provides internal seminars including consciousness raising groups, sessions on medical matters, child rearing, sexuality, assertion training, problem solving, social skills training etc.

Women's Health Week

In October, 1986, the Minister of State for Women's Affairs organised the first Women's Health Week. The emphasis of the Week was on prevention and positive health. Activities organised included five seminars with talks and workshops given by Irish and international experts at venues in the Dublin area. Topics discussed included mental health, lifestyle and health, women and

Article 13.

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and all aspects of cultural life

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On acceding to this Convention, Ireland entered the following reservation in relation to Article 13 (a):

> "Ireland reserves the right for the time being to maintain provisions of Irish legislation in the area of social security which are more favourable to women than men [and, pending the coming into force of the Social Welfare (No. 2) Act, 1985, to apply special conditions to the entitlement of married women to certain social security schemes]".

The part of the above reservation which is contained in brackets has now been withdrawn by the Irish Government after the Social Welfare (No. 2) Act, 1985, was fully implemented in November, 1986. With regard to that part of the reservation which remains, the development of the Irish social welfare system which gives women more favourable treatment than men reflects the broad position of women in Irish society in general. By international standards, the proportion of Irish women in employment - currently 29% of the Labour Force - is relatively small and successive Government's have seen fit to provide special support for women in those circumstances. For this reason, special allowances are made available to widows, to prisoners' wives and to other women in need. In addition, the Constitutional prohibition of divorce has necessitated special support under the Social Welfare code for deserted wives.

Family Benefits

Child Benefit is paid universally in respect of all children under the age of 16 or children under the age of 18 and undergoing full-time education. Entitlement to payment is normally vested in the mother.

A Family Income Supplement, which was introduced in 1984, is designed to provide a weekly cash allowance for families where the claimant is in low earnings employment. The scheme contains no discriminatory features.

A Supplementary Welfare Allowance Scheme is administered by the Health Boards under the general direction of the Minister for Social Welfare. Under this Scheme, every person in the State whose means are insufficient to meet her/his needs and those of her/his dependants is entitled to supplementary welfare allowance.

There is, of course, a comprehensive range of social welfare schemes designed to provide income and other supports (such as free fuel and electricity and telephone allowances) to persons in need. Full details of these schemes are given in the Summary of Social Insurance and Social Assistance Services which is published by the Department of Social Welfare.

Financial Credit

The substantive equality of men and women is guaranteed under Article 40.1 of the Constitution (see commentary under Article 1) At present there is no specific legislation on the Irish Statute book which expressly regulates the obligations of private individuals to accord equality in the areas covered by Article 13(b) and 13(c). It is for this reason that, on acceding to this Convention, Ireland lodged the following reservation in the matter:

> "The question of supplementing the guarantee of equality contained in the Irish Constitution with special legislation governing access to financial credit and other services and recreational activities, where these are provided by private persons, organisations or enterprises is under consideration. For the time being Ireland reserves the right to regard its existing law and measures in this area as appropriate for the attainment in Ireland of the objectives of the Convention".

With regard to complaints concerning access by women to financial credit, the level of such complaints has not been extensive. Nevertheless, instances of apparent discrimination have been brought to the attention of Government agencies. One of the more common grievances in this context is the condition where a woman must obtain her husband's signature to enter into a hire purchase agreement or open a charge account at a Department Store, irrespective of whether she has independent financial means to honour the commitment implied therein. Moreover, a recent survey commissioned by the Consumers'

Association of Ireland suggested that there was some discrimination against women in granting mortgages to married couples where both partners were working. Having visited 22 branches belonging to the 8 largest Building Societies, the survey concluded that more than a quarter of the branches treated the woman's income as secondary even though it was higher than that of her male partner.

Sports

There is no evidence to suggest that women are prohibited from participation in certain sports in Ireland. Instances of discrimination do arise, however, in relation to membership of certin sports clubs which are clearly not single sex institutions but which deny full membership status to one of the sexes. In Ireland, golf clubs are the prime example where such practices exist although other sports clubs are also known to apply similar rules. It should be mentioned in the case of golf clubs that the discrimination described above is not applied universally. Golf clubs in rural areas, in particular, are receptive to the idea of offering full membership to women for reasons such as ensuring the full use of facilities and obtaining a better financial return to the club. These reasons do not, generally, apply to golf clubs in urban areas which find little difficulty in securing their full membership quota and whose membership is often over-subscribed.

The game of golf in Ireland is administered by the Golfing Union of Ireland, the Constitution of which, prior to February, 1986, had a rule which did not allow a golf club to be a member of the Union if the club "confers upon ladies the right to attend or vote at any annual general meeting". When the Golfing Union of Ireland applied to COSPOIR - the National Sports Council - for a grant towards its activities, the Minister for Education, in consultation with the Minister of State for Women's Affairs, was instrumental in witholding grant assistance because of this rule. The offending rule was subsequently amended by the Golfing Union. Similarly, the Minister of State for Women's Affairs was instrumental in making substantial State grant assistance to three new golf clubs - in an area which was the subject of a special development package - conditional on their agreement to offer full membership to men and women.

Cultural Life

Article 1 of the Constitution affirms the inalienable right of the nation "to develop its life, political, economic and cultural, in accordance with its own genius and traditions". In a recently published Government White Paper on Cultural Policy (Access and Opportunity, Pl. 4518, 1987) the following was included as one of the objectives of the Government's cultural policy:

> "to provide for every individual, from the earliest age, conditions conducive to the full achievement of

> his or her creative potential and to develop opportunities for creative actity and self-expression. Reducing cultural obstacles presupposes the development of arts education, especially within the school system, but also in other sectors of life."

Government funding to the arts is administered by the Arts Council - an independent statutory body appointed by the Government. The arts, as defined in the Arts Act 1951, are 'painting, sculpture, architecture, music, the drama, literature, design in industry and the fine arts and applied arts generally'. In 1951, cinema was added to this list. The Arts Council, in it disbursement of funds, does not discriminate between men and women.

The whole area covered by Article 13(b) and 13(c) is under urgent examination with a view to enabling Ireland to withdraw this reservation to the Convention.

Article 14.1

States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

In Ireland, 44% of the population live outside urban areas. The transition from a largely rural to a predominantly urban population has taken place gradually over the last fifty years. In 1926, 67% of the population was rural and, in 1951 the figure was 57%. In terms of sex distribution, the latest Census of Population shows women exceeding men in towns, whereas in country districts, the number of males exceeded females very considerably. The location of service and factory employment in the towns would largely explain the female predominance in the town population, whereas in the country districts the predominance of men engaged in farming and farming - related activities would be the main factor. The number of women in the Labour Force who classified themselves as having an agricultural occupation in 1981 was 12,700 or 3.6% of the female Labour Force, compared to 42,100 or 14.7% of the female Labour Force twenty years earlier. Rural women today, in terms of occupational status, are most typically working either as farmers' wives or in service-type employment in the towns.

Women in Farming

Regarding firstly the role of women in farming, there are at present 8,100 women farmers (5.8% of the total number of farmers), most of whom are likely to be the widows or daughters of male farmers. The majority of farming women are farm wives, classified under the Census of Population and Labour Force data as being engaged in "home duties". The contribution of farm wives to the farm business is unrecorded in GNP statistics. The 1975 EEC Farm Structures Survey reported that spouses (on the whole, wives) contributed 47,000 agricultural work units or 14.5% of the total unit on Irish farms. In Farm Management Survey reports, labour inputs are aggregated to "labour units" which do not distinguish between male and female labour. The contribution of a woman is counted as 67% of that of a man even where a woman is working on her own. In the 1978 Farm Management Survey, women are reported as working full-time at farm work in 2.5% of cases. The proportion of farms on which there was some labour input by women was much higher, ranging across the farm size categories as indicated in the following table:

Proportion of Farms with a Labour Input by Women

Size (acres)	30	30-50	50-100	100-200	200+
Per Cent	30.3	34.2	44.5	34.3	25.0

In the 1978 Farm Management Survey there was a female contribution on 44% of the farms where the farmer was married (66% of the total). Even on farms where the occupant was single, 16% had a labour input by women, generally by the farmer's mother. Dairy farms showed the highest level of female participation, with women involved in 46% of cases. A recent research study confirms the contribution of farming women to the farm unit in the directly productive sector of the farm. The study indicated that nearly 1/3 of wives were seen to play a very important role in primarily male-type farm tasks and that their contribution to the farm production process appears to be highly significant in over half of all farms. Finally, in a study on part-time farming, the importance of the contribution to farm production of the part-time farmer's wife on the family farm was highlighted, with an estimated 56% of part-time farmers' wives working on the family farm. On those farms they contributed 83% of the family labour provided by family members other than the farm operator. This percentage was somewhat lower on dairy farms (75%) than on drystock farms (84%). On farms where the wife contributed labour, she did so for 41 weeks on average, with over 61% contributing some labour every week of the year. The farm activity in which they were most commonly engaged in was the general care of livestock.

Changing Role of Farm Women

For a number of reasons, considerable changes in the role of farm women have taken place in recent years. The growing commercialism of farm production has considerably reduced the traditional farmyard tasks of the farm wife. Growing prosperity generally has brought improved material wellbeing in farm homes. Increasing numbers of farmers' wives are coming from backgrounds other than farming, as more male farmers inherit farms at a younger age and as farming has become a more appealing occupation. The research evidence shows that many of these women receive more formal education than their husbands. The reduction in the Labour Force engaged in agriculture has left farmers mainly dependent on their wives for help with farm tasks. In the more professional, business approach to farming, the wife is now mainly responsible for keeping the records and accounts which are so important for the efficient functioning of the farm. Research also shows that the decision-making in relation to the farm and family reflect a high degree of involvement by the wife. It is significant particularly in relation to decisions regarding "credit-use" for farm, and home development, family living expenses and insurance for family members, home and farm. Involvement in farm business tasks is considerable.

The Report "Irish Women : Agenda for Practical Action" which was published in 1985, recommended that positive action be taken in the provision of training advice and education in agriculture. While there is no discrimination between boys and girls in entering agricultural colleges, the Report recommended that the colleges adopt an equal opportunities programme to encourage women into non-traditional areas. Positive action at school level was also advocated. The Report also recommended that the status of womens' work in the farm be "up-graded" in recognition of their high level of involvement in many important farm tasks and decisions.

Following the adoption of the European Communities directive on the Application of the principle of equal treatment as between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood, in December, 1986, Ireland is now required "to examine under what conditions recognition of the work of the spouses.... may be encouraged and, in the light of such examination, consider any appropriate steps for encouraging such recognition".

Article 14.2

States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participte in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) to participate in the elaboration and implementation of development planning at all levels;

(b) to have access to adequate health care facilities, including information, counselling and services in family planning;

(c) to benefit directly from social security programmes;

(d) to obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) to organise self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) to participate in all community activities;

(g) to have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) to enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

Article 14 2(a)

States Parties shall ensure to such women the right:

To participate in the elaboration and implementation of development planning at all levels;

In the area of land-use planning and structural development control, there is no distinction between urban and rural areas, nor is there any differentiation between the sexes in the application of the relevant legislation. The Local Government (Planning and Development) Acts 1963-1983 provide for public participation in the formulation of the policy and objectives of local development plans. The plans are made and implemented by the Local Authorities; these bodies are democratically elected by adult suffrage and candidature is open to both sexes. The Planning Acts do not contain any discriminatory clauses against women.

Article 14.2(b)

States Parties shall ensure to such women the right:

To have access to adequate health care facilities, including information, counselling and services in family planning;

Rural women enjoy the same health care facilities and services as their urban counterparts. However, in cases where, for example, major surgery is required it may be necessary to travel to the larger regional centres where acute general hospital services are provided. In addition, relief services are available to help farmers in circumstances such as sickness and accident. This service is common to all EEC countries and is available to men and women farmers. In Ireland a fairly rapid expansion has been taking place in recent years. Relief services are managed by a number of farm and home relief co-operatives and an umbrella body - National Co-operative Farm Relief Services Ltd. - organises and promotes relief groups. In addition, financial assistance is being provided by the State's Youth Employment Agency through this umbrella body for the employment of workers in the relief services.

Article 14.2(c)

States Parties shall ensure to such women the right:

To benefit directly from social security programmes.

There is no distinction between urban and rural women for the purpose of entitlement to social security.

Article 14.2(d)

States Parties shall ensure to such women the right:

To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency.

The commentary on Article 10 is relevant to this provision of the Convention also. In addition, a State body, ACOT - the National Council for Agriculture - has responsibility for agricultural training for farming men and women at the Agricultural and Horticultural Colleges. Courses in the Agricultural Colleges are open to both women and men. Few women are following training courses in agriculture, however, despite their growing importance in this area. Nonetheless, the number of girls entering the Colleges has grown in recent years from 100 in 1980/81 to 125 in 1983/84 and to 194 in 1985/86 around 10% of the total. The number of girls studying Agricultural Science at Post-Primary level was 252 for the year 1981/82, with 77 studying Agricultural Economics. The corresponding figures for boys were 2,523 and 453 respectively.

A new Socio-Economic Advisory Service provides information on farm inheritance, keeping of farm accounts, the promotion of the concept of long-term leasing of land, opportunities for improvement of incomes through supplementary enterprises on the farm, and efficient work practices including the use of relief services.

Article 14.2(e)

States Parties shall ensure to such women the right:

To organise self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment.

There are no legal barriers preventing rural women from forming associations, co-operatives or self-help groups. The main organisation of rural women is the Irish Countrywomen's Association (ICA) whose aim is to improve rural life and provide a forum for women to exchange ideas and receive instruction in home and farm management, hand-crafts and other skills. The Association, which was founded in 1910, has played a major role in the development of communities in rural Ireland and in providing skills and assertiveness training to rural women as a means of enhancing the economic, social and cultural life of their communities.

The Association has in the region of 1000 guilds throughout the country and a membership of 27,000 women who co-operate in a voluntary, non-sectarian and non-party political way to achieve their objectives. In addition, it operates a residential adult education college for its rural women members. It is financed through membership fees, and in recognition of its contribution to national life, Government grants are also provided by the Departments of Agriculture and Education. Business and vocational bodies also give generous sponsorship to many ICA projects and to courses run at the adult education college.

The Association is an educational one and cannot engage directly in trade. Nevertheless, in 1946, members helped form separate co-operative societies of small producers and craftworkers such as Country Markets Ltd. The basic aim of Country Markets is to encourage and develop high quality produce from farm, home and garden. Proficiency tests are held in many subjects - gardening, cookery, home freezing, poultry-keeping and calf-rearing, crochet, lace-making, rush-work, basketry and sewing. Contestants of high standard are encouraged to take further tests which qualify them to teach their particular subject. This has the two-fold effect of preserving traditional and useful crafts and, at the same time, providing additional home income for small producers and craftworkers.

When Ireland joined the European Community in 1973, four National Committees were formed by the ICA, covering consumer affairs, social affairs, education and cultural affairs, and rural development and agriculture. These meet regularly to monitor the effect of initiatives taken by the EEC and to formulate proposals for future action in these areas. The ICA is also the only full member from Ireland of COFACE - the Confederation of Family Associations in Europe - which acts as an advisory body to the European Commission. COFACE has influenced the European Commission in a considerable amount of legislation. Topics such as consumer protection, care of the handicapped, overuse of growth promoters and antibiotics in farming - indeed anything that concerns the well-being of the family - are regularly highlighted by ICA members at COFACE meetings in Brussels. The Association believes that it is essential that a non-party political voice should be heard in Europe on behalf of the Irish family and its needs.

The ICA was a founder member in the 1930's of the Associated Country Women of the World (ACWW). Having over nine million members in more than 60 countries, the ACWW is the largest international non-governmental organisation specifically representing the concerns of rural women and homemakers. ACWW has consultative status with the United Nation's Economic and Social Council (ECOSOC) and a number of other UN bodies.

The 11th Triennial Conference of the Associated Country Women of the World was held in Ireland in 1965 and hosted by the ICA. The Association was honoured yet again when the ACWW decided to hold their 18th Triennial Conference in Ireland in 1986. The theme of that Conference was "Focus on Family" and among the subjects debated were the prevention of famine, the provision of nutrition advisers and the education of women in the use of energy.

Article 14.2(f)

States Parties shall ensure to such women the right:

To participate in all community activities.

In Ireland, membership by both urban and rural women of voluntary community groups is a widespread and vigorous part of the culture and, on a local and national basis, there are many community groups established for discussion, for campaigning, for support and for recreation. Many of these groups do excellent work in highlighting important issues such as continuing inequalities and injustices in Irish society and, in the longer term, their consciousness raising helps form and alter the views of society and thereby effect reforms.

Article 14.2(g)

States Parties shall ensure to such women the right:

To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes.

Women farmers in Ireland have access to the same financial facilities as their male counterparts. The Agricultural Credit Corporation (ACC), established by the state in 1927, provides a comprehensive range of long -, medium - and short-term credit facilities to farmers and the agribusiness sector. The ACC does not discriminate between men and women farmers.

The aim of government land policy is to secure, as far as practicable, that the ownership or management of agricultural land is in the hands of those best fitted to work it to optimal national advantage. A complimentary aim is to improve the physical structure of agricultural holdings. In the implementation of this policy there is equal treatment and equal opportunity for women. For example, in the allocation of land acquired by the Land Commission, in measures to facilitate land mobility and in the Farmer Retirement Scheme, no distinction is made on the grounds of sex in the various incentives available.

Article 14.2(h)

States Parties shall ensure to such women the right:

To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

The social objective of the housing construction programme organised by the network of Local Authorities throughout Ireland is to provide adequate and suitable accommodation in an acceptable environment for persons who are in need of housing and are unable to provide such accommodation from their own resources.

To ensure that the above objective is met in new residential areas, the Department of the Environment issued a comprehensive memorandum to all Local Authorities in 1982 setting out the procedures and standards to which they must comply in the planning and construction of all housing schemes provided by them. The Memorandum sets out general planning considerations for Authorities in respect of their housing developments including:-

(a) the need to avail of the opportunity to improve the existing structure and layout of towns and villages in their areas where possible;

(b) that as far as feasible, new schemes are not left to develop as separate entities but are provided in areas where they can be integrated with existing communities and services;

(c) that site selection be governed by the need for economy in the use of land, services and construction costs and also by its suitability in relation to the surrounding areas;

(d) the need to ensure that proper and adequate facilities such as basic water and sewage facilities, roads, footpaths, public lighting, open spaces, landscaping and other services are provided within the boundaries of new Local Authority housing estates prior to the occupation of the houses, so that the inhabitants will have an acceptable and pleasant environment in which to live;

(e) the need to have churches, schools, shops, health services, transport facilities and other amenities within reasonable distance of all houses;

(f) the provision of a range of suitable house designs and sizes in schemes so as to cater for the various type of needs and that maximum use be made of terraced dwellings; and

(g) that the building of isolated dwellings in rural areas be limited to specific categories such as small holders and agricultural workers.

As these planning guidelines indicate, the overall strategy of Local Authorities in planning their housing developments is to secure the best use of available land together with variety of lay-out, good design and a high standard of construction. This is vital if the Local Authority housing programme is to comply with proper planning controls while at the same time ensuring that the maximum output is achieved from the capital resources devoted by the Government to the programme. This planning strategy also ensures that the social objectives of the housing programme, namely to provide persons in need of housing with adequate and suitable housing conditions, are met in the fullest possible manner.

All State services are provided at the same charge irrespective of location and consequently there are no disadvantages in living in rural areas insofar as these services are concerned.

Article 15.1 and 2

States Parties shall accord to women equality with men before the law.

States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

Equality before the law is a fundamental right guaranteed under the Irish Constitution. Article 40.1 states; *inter alia*, that

> "All citizens shall, as human persons, be held equal before the law".

In general, at all stages of procedure in courts and tribunals women are treated equally to men. Under the Married Women's Status Act, 1957 a husband and wife are treated as two separate persons for all purposes of acquisition of property. A married woman can acquire, hold and dispose of property and is capable of contracting and being rendered personally liable in respect of her contracts and debts.

Article 15.3

States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

Under Irish law the parties of either sex to a contract are entitled to regulate their affairs as they wish, subject to the law on duress. The following reservation to paragraph 3 of this Article was entered when Ireland acceded to the Convention:

> "With regard to paragraph 3 of this Article, Ireland reserves the right not to supplement the existing provisions in Irish law which accord women a legal capacity identical to that of men with further legislation governing the validity of any contract or other private instrument freely entered into by a woman."

Article 15.4

States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

On acceding to this Convention, Ireland entered the following reservation in relation to Article 15.4:

> "With regard to paragraph 4 of this Article, Ireland observes the equal rights of women relating to the movement of persons and the freedom to choose their residence and; pending the proposed amendment of the law of domicile, which is at an advanced stage, it reserves the right to retain its existing law".

Under Irish law, up to very recently, the domicile of a married woman was the same as that of her husband. In other words, a married woman had no right to a domicile independent to that of her husband. The concept of a married woman's dependent domicile was abolished in the Domicile and Recognition of Foreign Divorces Act, 1986. As a result, Ireland withdrew the reservation quoted above in December, 1986.

The Irish Courts have established the right to free movement within the State as an instance of "the many personal rights of the citizen which follow from the Christian and democratic nature of the State which are not mentioned in Article 40 [of the Constitution] at all". (Ryan V Attorney General, 1965 Irish Reports 294). The right to travel outside the State has also been identified under Article 40 of the Constitution. (The State (M) V Attorney General, 1979 Irish Reports).

Article 16 (1)(a)

States Parties shall ensure, on a basis of equality of men and women.

The same right to enter marriage:

Another unspecified personal right which is latent in Article 40 of the Constitution is the right to marry. (Ryan V Attorney General, 1965 Irish Reports 294). This right is also implied by Article 41 which specifically commits the State to guarding "with special care the institution of Marriage, on which the Family is founded, and to protect it against attack".

Article 16 1.(b)

States Parties shall ensure, on a basis of equality of men and women:

The same right freely to choose a spouse and to enter into marriage only with their free and full consent.

Marriage itself is not defined by the Irish Constitution. However, common law defines marriage as the "voluntary union for life of one man and one woman to the exclusion of all others". In common law, a marriage may be void if there is absence of consent.

Article 16 1(c) and (d)

States Parties shall ensure, on a basis of equality of men and women;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount.

General Introduction

On acceding to this Convention, Ireland entered the following reservation in relation to Article 16.1(d) and (f):

> "Ireland is of the view that the attainment in Ireland of the objectives of the Convention does not necessitate the extension to men of rights identical to those accorded by law to women in respect of the guardianship, adoption and custody of children born out of wedlock and reserves the right to implement the Convention subject to that understanding."

At the dissolution of the 24th Dail in January, 1987, a Status of Children Bill had passed all Stages in Seanad Eireann but had not been considered by the Dáil. The purpose of the Bill is to equalise the rights of Children born within marriage and those born outside marriage. The Guardianship of Infants Act, 1964, provides that the father and mother of a child born within marriage shall be joint guardians of the child and that the mother of a child born outside marriage shall be the guardian of that child.

Under the 1964 Act, therefore, while the father of a child born outside marriage may apply to the court for custody of, or access to, the child, there are no means whereby he can become the guardian of the child jointly with the mother. Under the proposed Status of Children Bill, however, the father of a child may apply to the District or Circuit Court for an order making him guardian of the child jointly with the mother. In arriving at its decisions on the application the Court will treat the welfare of the child as the first and paramount consideration.

Commentary

The rights and responsibilities of spouses towards each other and of parents towards their children derive primarily from Articles 40 to 42 of the Constitution but are further regulated by Statute law. The question of rights and responsibilities at the dissolution of a marriage does not arise because of the prohibition on the enactment of any legislation providing for the dissolution of a marriage in Article 41.2.3° of the Constitution. This prohibition was upheld in a Referendum held on the subject in 1986.

Provision is made in Irish law for judicial separation - Divorce a mensa et Thoro. A decree of divorce a mensa et thoro may be granted by the High Court in exercise of jurisdiction inherited from the Ecclestiastical Courts in Ireland, or by the Circuit Court since the enactment of the Courts Act, 1981 [LRC8 1983]. This decree for judicial separation does not dissolve a marriage entitling either party to remarry: it simply relieves the petitioner from the obligation to cohabit with the respondent, and the spouse against whom a deceased spouse has obtained a decree is precluded from taking any share in the estate of the deceased spouse as a legal right or on an intestacy. Alimony may be awarded against the husband and in favour of a wife either in conjunction with proceedings for divorce_a_mensa_et_thoro or subsequent to (successful) proceedings.

In recognition of the fact that marriages do break down and that the State should provide support services to minimise their disruptive effects for the couples involved and their children, the Minister of State for Women's Affairs and Family Law Reform established a pilot Family Mediation Service in July, 1986. This confidential service is available free of charge and without a means test to couples whose marriages have irretrievable broken down.

The new Mediation Service bring couples together out of court with a trained mediator who assists them to work out their own solutions on matters such as parenting of children, maintenance, family home and property, with as little recourse as possible to embittering legal proceedings. The Service is the outcome of recommendations made by a Steering Committee which was established in 1985 to examine this area and, as a pilot scheme, it is intended to identify the most suitable model for the country in the future. At the end of its three-year term, there will be an independent assessment of the scheme to enable Government to decide on the wider use of such a service.

The following outlines provisions that are contained in Statute law:

- a married woman has in general the same legal capacity as an unmarried woman (or as her husband) (Married Women's Status Act, 1957);

- both spouses are joint guardians of their children - Guardianship of Infants Act, 1964. The powers and duties of guardians are laid down by the Act and involve no distinction between women and men.

- succession (inheritance) laws apply equally to both spouses and as between children of the marriage of either sex (Succession Act, 1965);

- a family home may not be sold or otherwise disposed of by an owner spouse without the prior written consent of the other spouse unless a court decides that the withholding of the consent is unreasonable (Family Home Protection Act, 1976);

- orders barring a spouse from the family home in cases where the safety or welfare of the other spouse or of any child so requires can be directed against either spouse [Family Law (Protection of Spouses and Children) Act, 1981];
- maintenace orders can be made against either spouse [Family Law (Maintenance of Spouses and Children) Act, 1976];

The actions for criminal conversation and for enticement and harbouring of a spouse, which were perceived as being offensive to women, have been abolished in Irish law under the Family Law Act, 1981.

The interests of children are further protected under the proposed Status of Children Bill 1986. Matters covered include guardianship, maintenance, succession and other property rights, declaration of parentage, blood tests as an aid to determining parentage and registration of births.

Under Irish law foster care may be provided for children who cannot be cared for by their own parents e.g. where the paretns are chronically ill or unable to cope, in cases of marriage breakdown or where the child is abandoned, neglected or abused by his/her parents. Foster care is supervised and supported by local health boards.

Article 16 1 (e)

States Parties shall ensure, on a basis of equality of men and women:

The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.

The right of men and women to decide freely and responsibily on the number and spacing of their children has recently been enshrined in Irish law. The Health (Family Planning) (Amendment) Act, 1985, established that any person over the age of 18 may freely purchase non-medical contraceptives.

Article 16 1(f)

States Parties shall ensure, on a basis of equality of men and women:

The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount.

The general introduction to the commentary under Article 16.1 (c) and (d) is relevant in this context also.

Under the Guardianship of Infants Act, 1964, a Court, in deciding any question relating to the custody, guardianship or upbringing of a child, must regard the welfare of the child as the first and paramount consideration.

A child may be made a Ward of Court and any important action in relation to the child can, during the period of wardship, be taken only with the consent of the Court. The concept of 'trusteeship' of children is not known to Irish law.

The Law on Adoption

The law on adoption is set out in four Acts: the Adoption Acts of 1952, 1964, 1974 and 1976. The central aspects of the law are as follows:

Eligibility of children for adoption

The present law permits the adoption of -

(i) orphans;
(ii) children born out of wedlock; and
(iii) children who have been legitimated, inter alia, by the subsequent marriage of their parents but whose birth has not been re-registered in pursuance of the provisions of the schedule to the Legitimacy Act, 1931.

There are certain restrictions. An adoption order cannot be made in respect of a child who does not reside in the State. A child cannot be legally adopted until she/he is at least six weeks old. There is an upper age limit of seven years, but the Adoption Board, the body statutorily empowered to make adoption orders, is empowered to set this limit aside where it is satisfied that "in the particular circumstances of the case it is desirable to do so".

Eligibilty of persons to adopt

Present legislation provides that an Adoption Order shall not be made unless -

(i) the applicants are a married couple who are living together; or

(ii) the applicant is the mother or natural father or a relative of the child; or

(iii) the applicant is a widow; or

(iv) the applicant is a widower whose application for adoption was made when his wife was alive.

Applicants must be ordinarily resident in the State and have been so resident during the year ending on the date of the order.

With regard to age, the legislation provides that an Adoption Order shall not be made unless -

(i) the applicant and, if the applicants are a married couple, each of them has attained the age of thirty years; or

(ii) the applicants are a married couple who have been married to each other for not less than three years and each of whom has attained the age of twenty-five years; or

(iii) the applicant has attained the age of twenty-one yearsand is the mother, natural father or a relative of the child; or

(iv) the applicants are a married couple and the wife is the mother of the child and she or her husband has attained the age of twenty-one years; or

(v) The applicants are a married couple and one of them is the natural father or a relative of the child and each of them has attained the age of twenty-one years.

There are specific provisions in relation to religion. These are covered by section 4 of the Adoption Act, 1974 which states that an Adoption Order shall not be made in any case where the applicants, the child and her/his parents, or if the child is illegitimate, her/his mother, are not all of the same religion, unless every person whose consent to the making of the Order - as required by section 14 of the Adoption Act, 1952, or by section 2 of the Adoption Act, 1964 - knows the religion (if any) of each of the applicants when consent is being given.

It can been seen from the above that the eligibility of such parents to adopt is confined to the mother, the natural father and relatives of the child and widows and certain widowers.

Consent to Adoption

The present laws prohibit the making of an Adoption Order without the consent of:-

(a) the mother of the child;
(b) the father of the child in the case of any child who has been legitimated by the marriage of her/his parents;
(c) any person appointed by will or deed or by court order to be the child's guardian; and

(d) any person having charge of or control over the child, unless any such consent is dispensed with on certain specific grounds.

A consent may be withdrawn at any time before the making of an Adoption Order. A person may give consent to the making of an Adoption Order without knowing the identity of the applicant for the Order. A consent is not valid unless it is given after the child has attained the age of six weeks and not earlier than three months before the application for the Adoption Order.

There is a statutory obligation on the Adoption Board to satisfy itself that every person whose consent to the making of an Adoption Order is necessary has given consent and understands the nature and effect of the consent and of the Order, and is aware of the right to withdraw the consent at any time before the making of the Order and that she/he is entitled to be heard or consulted. For the purpose of complying with this requirement, the Board authorises suitable persons to make enquiries on its behalf. In practice, these persons are the Board's welfare officers, social workers and members of the legal profession.

Dispensing with Consent

Consent to adoption can be dispensed with by the Adoption Board if it is satisfied that the person is incapable by reason of mental infirmity of giving consent or cannot be found.

In addition, where a child is placed for adoption and an application made for an Adoption Order, and the necessary consent is not given or is withdrawn, the applicant can seek a High Court order awarding custody to her/him and setting aside the need for that consent in the adoption application.

Review of Adoption Legislation

A general review of adoption law is in progress at the present time following on the report of the Government-appointed Review Committee on Adoption

Services. On the question of the eligibility of single persons to adopt, which is currently restricted to the mother, natural father and relatives of the child, widows and certain widowers, the Review Committee recommended that a single person should, in exceptional circumstances, be eligible for consideration as an adoptive parent. While the Review Committee expected that it would be unusual for a single person to be considered as an adoptive parent if an equally suitable married couple were willing and available to adopt the child, it still considered that there should be a flexibility in the system which would allow a single person to adopt if this were in the best interests of the child. This recommendation is currently being considered along with the Report's many other recommendations.

Article 16 1 (g)

States parties shall ensure on a basis of equality of men and women:

The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

Upon marriage, both spouses may retain their name and the family name may be the name of either spouse or a combination of both names. Irish marriage laws do not require a woman to take the name of her husband on marriage.

Men and women have equal rights to choose a profession and an occupation. These rights are guaranteed in the Constitution (Article 45.2).

Article 16 1(h)

States Parties ensure, on a basis of equality of men and women:-.

The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

Under Section 2 of the Married Women's Status Act, 1957 a married woman is in the same position as a single woman and as her husband, in so far as acquiring and disposing of property is concerned. There is no system of community of property in Ireland. As regards the ownership of the family home, where a wife contributes by money to the purchase of the property by her husband in his sole name or contributes either directly or indirectly towards the repayment of mortgage instalments (an indirect payment could be a contribution to the general family fund) she will, in the absence of an agreement or an arrangement to the contrary, be entitled to a share in the beneficial interest of that property proportionate to her contribution. However, where a husband makes a contribution to the purchase of property in his wife's sole name he will be presumed by a rebuttable presumption to have intended to advance his wife and he will have no claim to a beneficial share in the property unless that presumption is rebutted. Similarly, where a husband contributed either directly or indirectly to the repayment of mortgage charges on property which is in the legal ownership of his wife there will be a presumption of advancement and only in the event of a rebuttal of that presumption will the husband have a claim to a beneficial share in the property.

Consideration is being given to the introduction of a statutory right to an equal share in the ownership of the family home and contents, subject to exceptions. It is envisaged that exceptions will include cases where it would be unjust to insist on co-ownership and where spouses by agreement opt out of co-ownership.

Article 16 (2)

The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

As already stated, under Irish law a marriage is void unless there is the consent of both partners. Under the Marriage Act, 1972, a marriage solemnised between persons, either of whom is under the age of sixteen years, is not valid unless the consent of the President of the High Court has been obtained. For persons under the age of twenty-one years, parental consent must be obtained before a valid marriage can be contracted.

Under the Registration of Marriages (Ireland) Act, 1863, the official registration of marriage is obligatory.

PART III

Appendix 1

Text of the remaining Irish Government Reservations to the Convention*

Article 13(b) and (c)

The question of supplementing the guarantee of equality contained in the Irish Constitution with special legislation governing access to financial credit and other services and recreational activities, where these are provided by private persons, organisations or enterprises is under consideration. For the time being Ireland reserves the right to regard its existing law and measures in this area as appropriate for the attainment in Ireland of the objectives of the Convention.

Article 15

With regard to paragraph 3 of this Article, Ireland reserves the right not to supplement the existing provisions in Irish law which accord women a legal capacity identical to that of men with further legislation governing the validity of any contract or other private instrument freely entered into by a woman.

Articles 16, 1(d) and (f)

Ireland is of the view that the attainment in Ireland of the objectives of the Convention does not necessitate the extension to men of rights identical to those accorded by law to women in respect of the guardianship, adoption and custody of children born out of wedlock and reserves the right to implement the Convention subject to that understanding.

Articles 11(1) and 13 (a)

Ireland reserves the right to regard the Anti-Discrimination (Pay) Act, 1974 and the Employment Equality Act 1977 and other measures taken in implementation of the European Economic Community standards concerning employment opportunities and pay as sufficient implementation of Articles 11, 1(b), (c) and (d).

Ireland reserves the right for the time being to maintain provisions of Irish legislation in the area of social security which are more favourable to women than men.

*As explained in the Introduction to this Report, reservations dealing with citizenship, domicile, and certain aspects of the social welfare code were withdrawn by the Irish Government, in December, 1986. For this reason the text of the withdrawn reservations is not given here.

Appendix 2

Statistics relating to demography, labour force, employment and unemployment

IRELAND

Population (1986)	3,537,195
Area	6,890 Sq.km
Gross Domestic Product (1985) at current market prices	IR£17,254 million
Gross National Product (1985) at current market prices	IR£15,262 million
Gross National Product (1985) Per capita	IR£4315
Total Labour Force (1985)	1,299,000
Unemployment Rate (1987)	19.6%
Inflation Rate (1986)	3.9%

Population of Ireland by Sex at Censuses since 1971

	1971	1979	1981	1986*
Males	1,495,760	1,693,272	1,729,354	1,767,499
Females	1,482,488	1,674,945	1,714,051	1,769,696
Persons	2,978,248	3,368,217	3,443,405	3,537,195

*Preliminary Census figures

Population of Ireland by Age Group and Sex 1971, 1981 and 1985

Age Group	1971		1981		1985*	
	Males	Females	Males	Females	Males	Females
0 - 14	475,786	455,366	535,409	508,320	535,200	509,600
15 - 24	246,734	236,244	307,123	295,433	315,300	300,100
25 - 44	316,471	309,709	427,271	410,493	457,100	451,000
45 - 64	306,132	301,987	294,368	296,034	296,300	296,500
65 and over	150,637	179,182	165,183	203,771	167,100	211,800
Total	1,495,760	1,482,488	1,729,354	1,714,051	1,771,000	1,769,000

*Estimated

Population of Ireland by Marital Status and Sex 1971 and 1981

Marital Status	1971		1981	
	Males	Females	Males	Females
Single	941,717	829,620	1,052,205	923,472
Married	514,927	523,075	639,828	648,272
Widowed	39,116	129,793	37,321	142,307
Total	1,495,760	1,482,488	1,729,354	1,714,051

Source: Censuses of Population 1971, 1979, 1981 and 1986

Labour Force Participation rates by Sex and Age Group for certain years between 1971 and 1985

	1971	1975	1977	1979	1981	1983	1984	1985
Males:								
15 - 19	54.9	53.0	49.2	50.1	48.7	43.0	41.4	39.5
20 - 24	89.9	92.0	88.9	91.2	90.0	88.7	87.8	88.5
25 - 34	97.2	97.2	96.9	96.9	97.0	97.0	97.2	97.3
35 - 44	97.6	96.6	95.8	95.7	96.1	96.1	96.4	95.9
45 - 54	96.5	94.0	92.5	91.2	92.2	92.2	92.4	92.1
55 - 64	91.0	83.8	81.7	77.8	79.2	78.0	77.7	75.4
65 and over	43.9	28.2	26.3	26.0	23.8	20.4	19.0	16.0
Total	82.0	78.4	76.7	76.6	76.4	75.3	74.9	74.1
Females:								
15 - 19	47.6	47.4	41.3	41.9	38.4	34.1	33.7	33.1
20 - 24	65.5	67.1	66.4	68.6	70.9	74.6	75.2	74.6
25 - 34	28.6	30.5	31.4	33.4	36.4	41.4	41.9	41.6
35 - 44	19.1	22.3	21.2	22.9	23.5	26.3	24.9	25.1
45 - 54	20.8	24.6	23.7	24.0	24.0	27.4	25.6	25.1
55 - 64	21.3	20.9	20.1	20.1	19.5	20.3	18.3	17.9
65 and over	11.3	7.2	5.6	4.6	4.8	4.6	3.6	3.5
Total	28.2	29.4	28.2	29.2	29.7	31.5	30.9	30.5

Source: 1971, 1979, 1981 - Census of Population

Other years - sample

Labour Force Survey

UNEMPLOYMENT RATE BY AGE GROUP AND SEX FOR CERTAIN YEARS BETWEEN 1971 AND 1985

	1971	1981	1983	1984	1985
Males:					
15 - 24	10.2	17.0	22.9	26.0	26.4
25 - 44	5.4	11.0	14.9	16.1	18.3
45 - 54	7.0	8.8	11.9	13.5	16.4
55 - 64	9.5	8.7	11.4	12.7	14.1
65 and over	6.5	2.6	3.8	3.5	4.9
Females:					
15 - 24	6.4	11.7	16.5	18.1	21.0
25 - 44	3.5	6.1	8.0	8.4	9.2
45 - 54	3.4	4.8	6.8	7.0	7.3
55 - 64	3.6	4.7	6.4	7.1	8.5
65 and over	1.9	2.0	2.1	5.4	2.7

UNEMPLOYMENT RATE BY MARITAL STATUS AND SEX FOR CERTAIN YEARS BETWEEN 1971 AND 1985

	1971	1981	1983	1984	1985
Males:					
Single	9.6	15.1	20.1	21.5	22.8
Married[+]	5.7	8.9	12.2	14.1	16.4
Widowed	9.1	9.7	15.0	14.2	18.9
Females:					
Single	5.5	9.9	13.6	15.7	17.8
Married[+]	2.3	5.4	7.2	6.2	8.0
Widowed	1.5	3.3	4.0	6.8	4.8

[+] Married includes separated

Source: 1971, 1981 - Census of Population.
Other years: sample Labour Force Survey

Female (15-64 yrs) Participation Rates by Marital Status

(%)

Marital Status Year	1971	1975	1977	1979	1981	1983	1984	1985
Single	66.4	65.1	61.9	62.8	62.3	61.7	61.8	60.6
Married	8.0	15.5	15.4	16.4	18.9	21.9	21.4	22.2
Widowed	35.3	32.6	29.4	29.5	25.5	26.2	23.8	22.0
Total	32.2	33.9	32.8	34.3	35.3	36.9	36.3	35.9

Sources: COP 1971, 1981
Labour Force Surveys 1979, 1983, 1984 , 1985.

Female (15-64 yrs) Participation Rates by Age Group

(%)

Age Group Year	1975	1977	1979	1981	1983	1984	1985
15-24 yrs	56.3	52.7	54.2	53.5	53.0	53.2	51.0
25-44 yrs	26.8	27.0	28.9	31.6	34.8	34.4	34.2
45-64 yrs	22.8	22.0	22.1	21.9	23.9	22.0	21.6
Total (15-64 yrs)	33.9	32.8	34.3	35.3	36.9	36.3	35.9

Sources: COP 1981; Labour Force Surveys, 1979, 1983, 1984. 1985.

Female Labour Force classified by broad occupation group

	1971		1977		1979		1981		1983		1984		1985	
	000	%	000	%	000	%	000	%	000	%	000	%	000	%
Service Workers	50.3	17.5	43.1	14.4	47.8	14.9	51.1	14.6	47.6	13.7	48.1	14.2	50.8	15.4
Professional & Technical	50.7	17.6	64.3	21.5	66.5	20.7	75.2	21.5	82.4	23.8	81.6	24.1	78.1	23.6
Clerical	67.1	23.3	79.2	26.5	91.0	28.3	100.1	28.6	97.8	28.2	94.5	27.9	91.2	27.6
Producers, Makers & Repairers	44.4	15.4	39.9	13.3	40.4	12.6	44.9	12.8	35.7	10.3	36.5	10.8	35.8	10.8
Commerce, (insurance & finance)	35.6	12.4	38.8	12.5	39.6	12.3	42.2	12.0	43.7	12.6	43.9	12.9	43.4	13.1
Agricultural Workers	25.3	8.8	18.4	6.1	20.0	6.2	12.5	3.6	21.1	6.1	18.4	5.4	17.8	5.4
Transport & Communication etc.	11.7	4.1					11.9	3.4	6.1	1.8	10.4	3.1	8.6	2.3
Others	2.7	0.9	13.1	4.4	17.1	5.3	12.3	3.5	11.8	3.4	5.7	1.7	5.2	1.6
TOTAL	287.9	100.0	296.8	100.0	322.5	100.0	350.3	100.0	346.2	100.0	339.1	100.0	330.9	100.0

Source: Census of Population 1961, 1971, 1981.
Labour Force Survey 1977, 1979, 1983 and 1984.

Note: 1961, 1971 and 1981 figures refer to females
in the labour force.
1977, 1979, 1983 and 1984 figures refer only to females at work.

ESTIMATED PERSONS AT WORK CLASSIFIED BY INDUSTRIAL GROUP AND SEX

Industrial Group	Male	Female	Total	Male	Female	Total
		000 1985			000 1984	
Agriculture, Forestry and Fishing	150.5	18.0	168.5	162.6	19.0	181.6
Mining, Quarrying and Turf Production	9.9	.4	10.2	9.2	.4	9.7
Manufacturing Industries	148.2	56.3	204.5	154.7	57.6	212.3
of which:						
Food, beverages and tobacco	34.8	10.5	45.3	41.0	11.4	52.4
Textiles, clothing, footwear and leather	12.1	15.5	27.5	12.1	16.7	28.9
Wood and wood products	12.8	.9	13.7	13.0	.7	13.8
Paper, paper products, printing and publishing	12.3	4.3	16.6	11.5	4.3	15.7
Chemical, rubber and plastic products	13.8	4.1	17.9	14.9	4.3	19.2
Glass, pottery and cement	11.2	1.7	12.9	9.9	1.4	11.3
Metals, metal products; mechanical, electrical and instrument engineering*	41.1	16.5	57.6	40.4	16.1	56.5
Other manufacturing industries (incl. transport equipment)*	10.0	3.0	13.0	11.9	2.7	14.5
Electricity, Gas and Water Supply	13.5	1.6	15.1	13.6	1.4	15.0
Building and construction	72.9	2.8	75.7	79.9	3.1	83.1
Commerce	112.3	56.4	168.7	110.5	57.6	168.1
of which:						
Wholesale distribution	37.8	9.0	46.8	35.7	8.5	44.2
Retail distribution	74.3	47.5	121.8	74.8	49.0	123.8
Insurance, Finance and Business Services	21.8	18.6	40.4	23.2	20.5	43.7
Transport, Communication and Storage	55.8	11.9	67.7	55.6	13.8	69.4
Public Administration and Defence	54.9	18.3	73.2	51.7	21.0	72.6
Professional Services	70.4	101.4	171.8	77.1	102.5	179.7
Personal Services	21.5	39.3	60.8	21.1	36.8	57.9
Other Industries or Industry not stated	11.4	5.8	17.2	11.4	5.3	16.7
Total	742.9	331.0	1,073.9	770.7	339.1	1,109.8

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* In Labour Force Surveys prior to the 1981 Census of Population 'Instrument Engineering' was included under 'Other manufacturing industries'. The present reclassification corresponds to that used for the 1981 Census of Population.

Persons At Work by whether Full-Time or Part-Time and Sex - 1983 and 1984

Type of Job	1983			1984		
	Male	Female	Total	Male	Female	Total
Full-Time	762.7	305.4	1,068.1	756.5	305.3	1,061.9
Part-Time	16.3	40.7	57.1	14.1	33.7	47.9
Total	779.1	346.2	1,125.3	770.7	339.1	1,109.8

Males and Females aged 15 and over with a job in the week before the survey classified by the type of job and marital status - 1983, 1984

	1983			1984		
Males	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
Single	277.1	12.9	290.1	274.3	10.6	284.9
Married	477.0	7.6	484.6	473.7	7.2	480.9
Widowed	8.8	0.4	9.2	9.1	0.7	9.8
Total	763.0	20.9	784.0	757.1	18.5	775.6
Females						
Single	198.8	12.6	211.4	194.7	10.7	205.4
Married	95.1	39.8	135.0	101.6	32.9	134.6
Widowed	12.1	3.0	15.1	9.7	3.4	13.1
Total	306.0	55.4	361.5	306.1	47.0	353.0

Source: Labour Force Surveys 1983 and 1984

Industrial Sector.	Sept '81		Sept '82		Sept '83		Sept '84		Sept '85		June '86	
	Average Earnings Per Week		Average Earnings Per Week		Average Earnings Per Week		Average Earnings Per Week		Average Earnings Per Week		Average Earnings Per Week	
	Men (Adult Rate)	Women (Adult Rate)	Men (Adult Rate)	Women (Adult Rate)	Men (Adult Rate)	Women (Adult Rate)	Men (Adult Rate)	Women (Adult Rate)	Men (Adult Rate)	Women (Adult Rate)	Men (Adult Rate)	Women (Adult Rate)
Non Metallic Mineral Products	£161.33	£ 92.64	£155.15	£106.05	£171.98	£107.92	£192.00	£122.06	£213.70	£161.41	229.03	146.84
Chemicals	£170.00	£ 80.02	£182.03	£ 96.50	£213.42	£105.07	£229.96	£116.72	£255.86	£128.66	267.44	134.55
Metals and Engineering	£126.74	£ 84.15	£138.06	£ 97.16	£155.17	£100.14	£175.55	£125.15	£191.66	£131.51	203.40	145.95
Food	£136.19	£ 85.57	£154.06	£ 79.76	£174.11	£109.47	£180.73	£117.19	£199.82	£126.14	203.32	132.77
Drink and Tobacco	£176.62	£107.56	£192.70	£117.69	£212.31	£126.69	£249.55	£153.63	£267.36	£151.08	293.76	161.35
Textiles	£115.21	£ 71.05	£129.56	£ 70.93	£147.77	£ 88.13	£168.16	£ 95.00	£173.11	£106.67	183.29	113.65
Clothing, Footwear & Leather	£114.42	£ 68.74	£111.51	£ 73.92	£120.62	£ 83.65	£143.57	£ 90.14	£145.24	£ 98.46	149.61	101.33
Timber & Wooden Furniture	£102.60	£ 72.96	£115.12	£ 75.68	£123.00	£ 93.07	£131.71	£ 95.48	£138.15	£105.62	140.54	110.21
Paper & Printing	£169.60	£ 93.21	£181.98	£102.40	£200.82	£116.18	£217.98	£119.13	£231.05	£130.13	247.62	135.87
Miscellaneous Industries	£120.71	£ 70.56	£160.06	£ 91.47	£159.92	£ 98.72	£175.14	£109.74	£190.74	£115.44	201.80	119.30
Total Manufacturing Industries	£135.10	£ 79.65	£169.37	£ 90.01	£167.30	£100.15	£186.02	£110.87	£199.39	£119.70	209.65	127.59

Source: Quarterly Industrial Enquiry of Industrial Employment, Earnings and Hours Worked.

(Central Statistics Office).

Appendix 3

Education Statistics

NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION ON 1st FEBRUARY, 1973 AND 1974, BY TYPE OF SCHOOL OR COLLEGE ATTENDED, PUBLIC, PRIVATE, AIDED AND NON-AIDED.

Type of School or College	1973			1974		
	Boys	Girls	Total	Boys	Girls	Total
FIRST LEVEL:						
National Schools	260,247	246,354	506,601	263,262	249,199	512,461
Special Schools	3,771	2,777	6,548	4,011	3,007	7,018
Special Classes	669	813	1,482	808	881	1,689
Non-aided Primary Schools ..	10,858	13,264	24,122	10,689	12,571	23,260
Others	81	—	81	11	—	11
TOTAL—FIRST LEVEL ..	275,626	263,208	538,834	278,761	265,658	544,437
SECOND LEVEL:						
Junior Cycle:						
Secondary Schools	49,108	62,891	111,999	50,094	64,822	114,916
Secondary Tops	285	1,636	1,921	292	1,632	1,924
Comprehensive Schools	1,873	1,495	3,368	2,340	1,982	4,322
Community Schools	402	270	672	1,749	1,405	3,154
Vocational (General)	33,192	15,030	48,222	33,755	15,172	48,927
Senior Cycle:						
Secondary Schools	22,239	27,314	49,553	23,055	28,625	51,680
Secondary Tops	12	396	408	7	318	325
Comprehensive Schools	515	576	1,091	664	710	1,374
Community Schools	52	53	105	442	514	956
Preparatory College	2	16	18	2	14	16
Vocational (General)	3,305	1,686	4,991	3,737	2,020	5,757
Vocational (Secretarial)	60	4,158	4,218	36	3,961	3,997
Vocational (Technical)	282	179	461	213	140	353
Regional Technical Colleges (General)	275	91	366	157	44	201
Regional Technical Colleges (Secretarial)	—	119	119	—	165	165
Regional Technical Colleges (Technical)	9	66	75	58	102	160
Other Aided	908	513	1,421	917	499	1,416
Non-aided Senior Cycle:						
Commercial	30	1,747	1,777	19	1,719	1,738
Religious	17	—	17	20	—	20
Radio Schools	291	—	291	272	—	272
TOTAL—SECOND LEVEL ..	112,857	118,236	231,093	117,829	123,850	241,679
THIRD LEVEL:						
Aided:						
Universities	13,050	7,468	20,518	12,675	7,685	20,360
Teacher Training—National ..	504	1,153	1,657	586	1,261	1,847
—Vocational ..	202	15	217	234	14	248
—Domestic Science	—	177	177	—	173	173
Vocational Technological ..	1,998	709	2,707	2,156	751	2,907
Regional Technical Colleges ..	885	329	1,214	1,248	352	1,600
Other Aided	701	298	999	992	499	1,491
Non-aided:						
Teacher Training	—	284	284	—	232	232
Religious	840	1	841	786	1	787
TOTAL—THIRD LEVEL ..	18,180	10,434	28,614	18,677	10,968	29,640
GRAND TOTAL	406,663	391,878	798,541	415,267	400,476	815,763

Source: Department of Education Statistical Report
1972/73 - 1973/74

NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION BY TYPE OF SCHOOL OR COLLEGE ATTENDED, PUBLIC, PRIVATE, AIDED AND NON-AIDED

Type of School or College	Boys	Girls	Total
FIRST LEVEL:			
Aided by Dept. of Education:			
National Schools:			
Ordinary Classes	273,383	258,229	531 612
Special Schools	4,500	3.230	7,730
Special Classes	1,149	1,196	2.345
Non-Aided:			
Private Primary Schools	9,488	10.756	20.244
TOTAL – First Level	288,520	273.411	561.931
SECOND LEVEL:			
Aided by Dept. of Education:			
Lower Cycle:			
Secondary	56.497	72.608	129,105
Secondary Tops	312	766	1,078
Comprehensive	2,944	2.520	5.464
Community	5,194	4.025	9.219
Vocational	34.337	14.964	49.301
Higher Cycle			
General—			
Secondary	27,783	35.908	63.691
Secondary Tops	–	145	145
Comprehensive	1.096	1,044	2.140
Community	1,136	1.482	2,618
Vocational	6.509	4,184	10.693
Regional Technical Colleges	99	35	134
Preparatory Colleges	1	23	24
Secretarial:			
Secondary	1	64	65
Comprehensive	1	161	162
Community	8	297	305
Vocational	72	6,130	6,202
Regional Technical Colleges	3	322	325
Pre-Employment:			
Comprehensive	74	13	87
Community	58	10	68
Vocational	1,484	259	1.743
Technical and Other:			
Secondary	103	185	288
Secondary Tops	–	22	22
Comprehensive	90	86	176
Community	18	42	60
Vocational (2nd Level)	343	216	559
Regional Technical Colleges	72	208	280
Technology Colleges	60	73	133
Miscellaneous Schools and Colleges	–	174	174
Aided by other Departments:			
Miscellaneous Schools and Colleges	1,081	364	1,445
Non-Aided:			
Commercial	169	2,156	2,325
Radio Schools	68	–	68
Religious Institutions	11	–	11
TOTAL – Second Level	139.624	148,486	288,110
THIRD LEVEL:			
Aided by the Dept. of Education:			
Universities	12,984	9,792	22,776
Other H.E.A. Institutions	1,432	635	2,067
Teacher Training:			
Primary	541	2,046	2,587
Vocational	182	11	193
Domestic Science	–	178	178
Physical Education	112	101	213
Vocational Technological	2,577	857	3,434
Regional Technical Colleges	2,777	976	3,753
Residential Domestic Economy	–	36	36
Aided by other Departments:			
Miscellaneous Schools and Colleges	69	28	97
Non-Aided:			
Religious Institutions	1,042	172	1,214
Other	73	177	250
TOTAL – Third Level	21,789	15,009	36,798
GRAND TOTAL	449,933	436,906	886,839

Source: Department of Education Statistical Report 1977-78

NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION BY TYPE OF SCHOOL OR COLLEGE ATTENDED

Type of School or College	Boys	Girls	Total
FIRST LEVEL:			
Aided by Dept. of Education			
National Schools			
Ordinary Classes	277,520	263,295	540.815
Special Schools	4,788	3,380	8.168
Special Classes	1,223	1,113	2.336
Non-Aided:			
Private Primary Schools	8,275	8,770	17,045
TOTAL — First Level	291.806	276.558	568.364
SECOND LEVEL:			
Aided by Dept. of Education			
Lower Cycle			
Secondary	58.196	74.435	132.631
Secondary Tops	100	253	353
Comprehensive	2,960	2,623	5.583
Community	7,703	5.501	13.204
Vocational	33.391	14,534	47,925
Higher Cycle:			
General—			
Secondary	28.684	39.311	67,995
Secondary Tops	—	91	91
Comprehensive	1,093	1,233	2.326
Community	2,202	2.135	4,337
Vocational	6,693	4,988	11.681
Preparatory Colleges	2	25	27
Secretarial			
Secondary	1	71	72
Comprehensive	—	228	228
Community	9	373	382
Vocational	46	6,128	6.174
Regional Technical Colleges	—	89	89
Pre-Employment:			
Comprehensive	111	44	155
Community	251	124	375
Vocational	1,808	404	2,212
Technical and Other:			
Secondary	120	54	174
Comprehensive	91	68	159
Community	13	44	57
Vocational (2nd Level)	430	389	819
Regional Technical Colleges	139	244	383
Technology Colleges	75	117	192
Miscellaneous Schools and Colleges	23	100	123
Aided by other Departments:			
Miscellaneous Schools and Colleges	1,141	316	1,457
Non-Aided			
Commercial	—	1,366	1,366
Religious Institutions	15	16	31
TOTAL — Second Level	145,297	155,304	300.601
THIRD LEVEL:			
Aided by the Dept. of Education:			
Universities	12.589	10.616	23.205
Other H.E.A. Institutions	2.265	1.102	3.367
*Teacher Training:			
+Primary	392	2.424	2.816
Vocational	56	7	63
Domestic Science	—	183	183
Vocational Technological	3,379	1,566	4.945
Regional Technical Colleges	3,914	2.051	5.965
Residential Domestic Economy	—	69	69
Aided by other Departments:			
Miscellaneous Schools and Colleges	75	2	77
Non-Aided:			
Religious Institutions	873	174	1.047
Other	96	95	191
TOTAL — Third Level	23.639	18,289	41,928
GRAND TOTAL	460.742	450,151	910,893

*Students following teacher training courses in Physical Education are included in other H.E.A. Institutions (Male: 204. Female: 112).

+ Includes students (Male: 7. Female: 93.) of the Froebal College of Education who were previously included under the heading: Non-Aided 'Other'.

Source: Department of Education Statistical Report 1980-81

– NUMBER OF PERSONS RECEIVING FULL-TIME EDUCATION BY TYPE OF SCHOOL OR COLLEGE ATTENDED

Type of School or College	Boys	Girls	Total
FIRST LEVEL:			
Aided by Dept of Education			
National Schools	289,650	273,859	563,509
Ordinary Classes	283.251	269.227	552.478
Special Schools	4.968	3.485	8.453
Special Classes	1,431	1.147	2.578
Non-Aided:			
Private Primary Schools	6.033	5.936	11.969
TOTAL – First Level	295.683	279.795	575.478
SECOND LEVEL:			
Aided by Dept of Education			
Lower Cycle			
General	106,319	102,033	208,352
Secondary and Secondary Tops	59.117	74.957	134.074
Comprehensive and Community	13.433	10.592	24.025
Vocational	33.769	16.484	50.253
Higher Cycle			
General	46,551	53,508	100,059
Secondary and Secondary Tops	32.236	42.599	74.835
Comprehensive and Community	4.772	4.469	9.241
Vocational	9.541	6.415	15.956
Preparatory Colleges	2	25	27
Secretarial	53	7,353	7.406
Secondary	5	72	77
Comprehensive and Community	4	730	734
Vocational	42	6.501	6.543
Regional Technical Colleges	2	50	52
Pre Employment:	2.808	1,424	4,232
Comprehensive and Community	400	182	582
Vocational	2.408	1.242	3.650
Technical and Other	761	1,002	1,763
Secondary	19	361	380
Comprehensive	104	66	170
Vocational (2nd level)	275	239	514
Regional and Technology Colleges	363	278	641
Miscellaneous Schools and Colleges	–	58	58
Aided by Other Departments:			
Miscellaneous Schools and Colleges	1.265	333	1.598
Non-Aided			
Commercial	191	808	999
Religious Institutions	–	–	–
TOTAL – Second Level	157.948	166.461	324.409
THIRD LEVEL:			
Aided by the Dept of Education			
H.E.A. Institutions	16,338	13,979	30,317
Universities	13,019	12.230	25.249
Other H.E.A. Institutions	3,319	1,749	5.068
*Teacher Training	348	2,125	2,473
†Primary	347	1,868	2.215
Domestic Science	1	257	258
Technical and Other	9,507	6,114	15,621
Regional and Technology Colleges	9.507	6.059	15.566
Residential Domestic Economy	–	55	55
Aided by other Departments:			
Miscellaneous Schools and Colleges	82	6	88
Non-Aided			
Religious Institutions	856	226	1,082
Other	123	110	233
TOTAL – Third Level	27,254	22.560	49.814
GRAND TOTAL	480.885	468.816	949.701

* Students following teacher training courses in Physical Education are included in other H.E.A. Institutions (Male 391, Female 204)

† Includes students (Male 8, Female 67) of the Froebal College of Education

Source: Department of Education Statistical Report, 1983-84

Current Expenditure on Education from Public Funds in years as shown.

Heads of Expenditure	Years ended 31 March				April-December
	1971	1972	1973	1974	1974
	£000				
Administration, inspection, organisation, etc. (primary, secondary and vocational education, science and art, residential and special homes and Transport Service)	4,356	5,532	6,867	7,723	6,869
Primary education:					
Training of teachers (including training colleges and preparatory colleges)	578	626	867	1,094	1,012
Salaries, etc., of teachers	23,467	26,532	31,448	37,022	30,069
Teachers' pensions	3,444	3,824	4,152	5,911	5,400
Miscellaneous	738	1,064	1,319	1,573	2,146
Deduct—Appropriations in aid	*237*	*271*	*393*	*402*	*347*
Total	27,990	31,775	37,394	45,198	38,280
Secondary education (a)	16,676	19,026	23,843	28,857	24,935
Vocational education (b):					
State funds	9,522	11,908	14,807	17,667	14,830
Local rates	1,656	1,700	1,742	1,762	1,362
Total	11,178	13,608	16,549	19,429	16,192
Universities and Colleges (including Department of Agriculture Schools, etc.)	7,727	10,573	11,890	15,823	13,654
Dublin Institute for Advanced Studies	229	236	297	354	282
Science and Art:					
National Museum, National Library, National College of Art, etc.	1,401	1,836	2,286	2,996	2,716
Residential and Special Homes	616	752	690	782	583
Total Expenditure	**70,175**	**83,340**	**99,816**	**121,164**	**103,511**

Current Expenditure on Education from Public Funds in years as shown.

Heads of Expenditure	Years ended 31 December			
	1975	1976	1977	1978
	£'000			
Administration, inspection, organisation, etc. (primary, secondary and vocational education, science and art, residential and special homes and Transport Service	12,038	14,102	17,311	19,815
Primary education:				
Training of teachers (including training colleges and preparatory colleges)	1,720	2,206	3,129	3,433
Salaries, etc., of teachers	59,015	70,710	81,649	88,574
Teachers' pensions	8,652	12,612	13,806	15,783
Miscellaneous	3,894	4,201	4,295	5,482
Deduct—Appropriations in aid	*562*	*680*	*853*	*982*
Total	72,919	89,049	102,048	112,290
Secondary education (a)	48,710	61,653	70,641	82,137
Vocational education (b):				
State funds	31,126	39,479	46,334	52,858
Local rates	1,849	1,893	1,974	2,029
Total	32,975	41,372	48,308	54,887
Universities and Colleges (including Department of Agriculture Schools, etc.)	24,045	29,706	36,955	39,152
Dublin Institute for Advanced Studies	463	553	622	706
Science and Art:				
National Museum, National Library, National College of Art, etc.	3,456	5,382	5,029	6,623
Residential and Special Homes	988	1,106*	1,296*	1,545
Total Expenditure	**195,594**	**242,923**	**282,212**	**317,155**

Source: Statistical Abstract of Ireland, various years

Current Expenditure on Education from Public Funds in years as shown.

Heads of Expenditure	Years ended 31 December			
	1977	1978	1979	1980
	£000			
dministration, inspection, organisation, etc., (primary, secondary and vocational education, science and art, residential and special homes and Transport Service)	17.311	19.815	24.704	31.153
rimary education				
Training of teachers (including training colleges and preparatory colleges)	3.129	3.433	4.008	4.692
Salaries, etc., of teachers	81.649	88.574	113.623	142.947
Teachers' pensions	13.808	15.783	18.552	21.964
Miscellaneous	4.295	5.482	8.041	9.189
Deduct—Appropriations in aid	*833*	*982*	*1.202*	*1.140*
Total	102.048	112.290	143.022	177.652
econdary education (a)	70.641	82.137	104.980	124.250
ocational education (b)				
State funds	46.334	52.858	67.019	85.859
Local rates	1.974	2.029	2.062	2.153
Total	48.308	54.887	69.081	88.012
niversities and Colleges (including Department of Agriculture Schools, etc.)	36.955	39.152	50.136	59.706
ublin Institute for Advanced Studies	622	706	866	940
cience and Art (c)				
National Museum, National Library, National College of Art, etc	5.349	6.869	8.803	9.923
Residential and Special Homes	1.298*	1.545	1.616	1.689
Total Expenditure	**282.432**	**317.401**	**403.210**	**493.325**

Current Expenditure on Education from Public Funds in years as shown.

Heads of Expenditure	Years ended 31 December			
	1980	1981	1982	1983
	£000			
nistration, inspection, organisation, etc., (primary, secondary and ocational education, science and art, residential and special homes nd Transport Service)	31.153	37.236	45.039	46.195
y education				
raining of teachers (including training colleges and preparatory colleges)	4.692	5.729	6.281	6.471
alaries, etc., of teachers	142.947	186.714	203.024	231.503
eachers' pensions	21.964	27.499	33.957	37.143
iscellaneous	9.189	11.529	13.180	12.771
—Appropriations in aid	*1.140*	*1.508*	*2.871*	*2.918*
Total	177.652	229.963	253.571	284.970
dary and vocational education				
tate funds	210.109	270.260	296.391	337.150
ocal rates	2.153	2.174	2.204	2.386
Total	212.262	272.434	298.595	339.536
rsities and Colleges (including Department of Agriculture Schools, tc.)	59.706	74.088	79.098	87.824
n Institute for Advanced Studies	940	1.193	1.290	1.386
e and Art (a)				
ational Museum, National Library, National College of Art, etc	9.923	9.527	13.064	14.159
ential and Special Homes	1.689	2.203	2.109	2.862
Total Expenditure	**493.325**	**626.646**	**692.766**	**776.934**

Includes the National Gallery

Source: Statistical Abstract of Ireland, various years

ientific or Technological Qualifications.

Total Persons, Males and Females with a Scientific or Technological Qualification classified by Subject or Branch, distinguishing Gainfully Occupied and Not Gainfully Occupied—Census of Population, 1971.

Subject or Branch in which scientific or technological qualification held	Total			Gainfully Occupied			Not Gainfully Occupied		
	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females
ricultural sciences	**3,943**	**3,745**	**198**	**3,725**	**3,641**	**84**	**218**	**104**	**114**
Agriculture	1,266	1,239	27	1,216	1,204	12	50	35	15
Forestry	138	137	1	132	131	1	6	6	—
Horticulture	153	147	6	146	143	3	7	4	3
Dairy science	224	212	12	208	203	5	16	9	7
Veterinary science	966	943	23	923	912	11	43	31	12
Diplomas related to agricultural sciences	1,196	1,067	129	1,100	1,048	52	96	19	77
gineering and technology	**6,194**	**6,082**	**112**	**5,746**	**5,691**	**55**	**448**	**391**	**57**
Civil engineering	1,922	1,913	9	1,814	1,807	7	108	106	2
Electrical engineering	845	840	5	782	781	1	63	59	4
Mechanical engineering	806	803	3	748	748	—	58	55	3
Electrical and mechanical engineering	361	359	2	332	332	—	29	27	2
Chemical engineering	128	128	—	119	119	—	9	9	—
Other engineering (field specified)	355	355	—	325	325	—	30	30	—
Engineering (field unspecified)	684	672	12	603	598	5	81	74	7
Architecture	892	813	79	826	786	40	66	27	39
Planning	37	35	2	37	35	2	—	—	—
Other technology	164	164	—	160	160	—	4	4	—
edical and related sciences	**7,490**	**4,753**	**2,737**	**6,034**	**4,435**	**1,599**	**1,456**	**318**	**1,138**
Medicine	4,030	2,987	1,043	3,425	2,746	679	605	241	364
Dentistry	692	565	127	602	531	71	90	34	56
Pharmacy (incl. pharmacology)	1,685	1,031	654	1,390	991	399	295	40	255
Other disciplines related to health and medicine	1,083	170	913	617	167	450	466	3	463
atural sciences	**4,259**	**2,814**	**1,445**	**3,404**	**2,533**	**871**	**855**	**281**	**574**
Biological sciences	390	195	195	267	162	105	123	33	90
Biochemistry	244	133	111	178	115	63	66	18	48
Chemistry	778	557	221	592	481	111	186	76	110
Physics, mathematical physics	549	481	68	490	449	41	59	32	27
Mathematics, computer science, statistics	112	92	20	93	82	11	19	10	9
Earth sciences	124	112	12	113	104	9	11	8	3
Physical sciences (a) plus mathematics	716	556	158	629	521	108	87	37	50
Biological sciences plus physical sciences (a)	576	236	341	434	213	221	145	25	120
B.Sc. or other science degree (subject unspecified or other combination of subjects)	574	320	254	448	284	164	126	36	90
Diplomas and similar qualifications in science subjects	193	128	65	160	122	38	33	6	27
Total all science	**21,886**	**17,394**	**4,492**	**18,909**	**16,300**	**2,609**	**2,977**	**1,094**	**1,883**

(a) Chemistry and/or Physics

Source: Statistical Abstract of Ireland, various years

Scientific or Technological Qualifications.

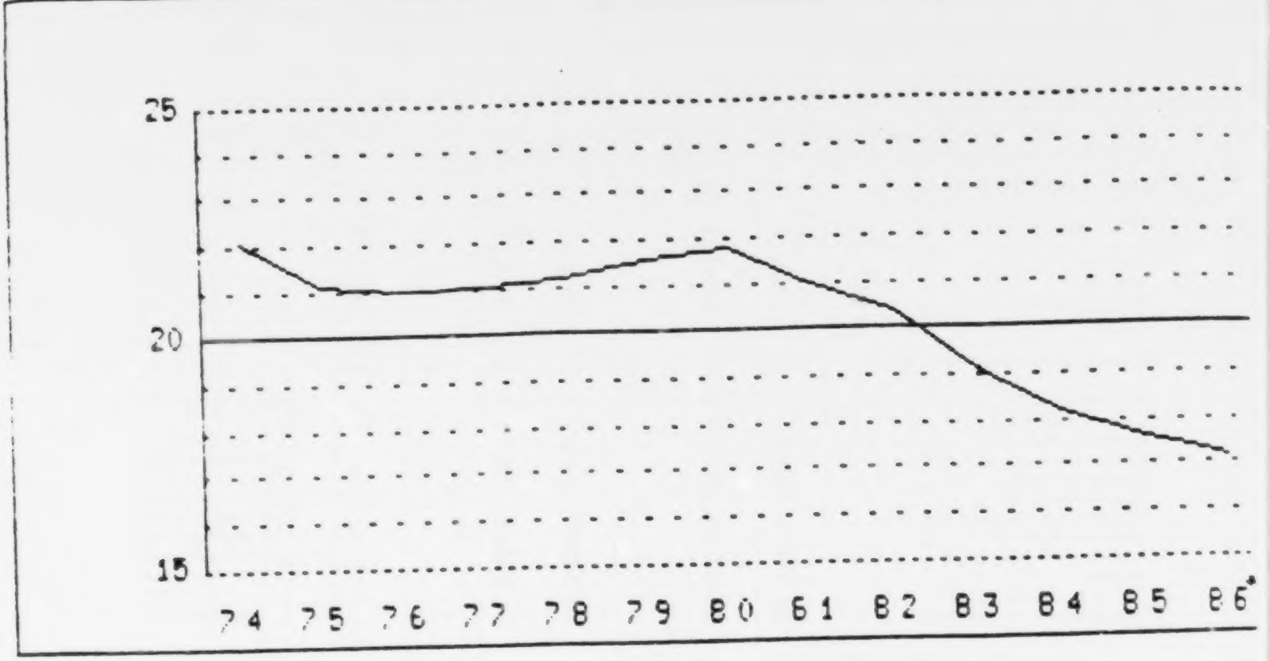
Total persons, males and females with a scientific or technological qualification, classified by subject or branch, distinguishing labour force and non-labour force—Census of Population, 1981.

Subject or Branch in which scientific or technological qualification held	Total			Labour Force			Non Labour Force		
	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females
Agricultural science (incl. Veterinary)	**6,875**	**6,399**	**476**	**6,341**	**6,062**	**279**	**534**	**337**	**197**
General agriculture	3,803	3,569	234	3,505	3,387	118	298	182	116
Forestry	156	155	1	144	144	—	12	11	1
Horticulture	593	474	119	529	445	84	64	29	35
Dairy science	1,009	944	65	919	885	34	90	59	31
Veterinary science	1,314	1,257	57	1,244	1,201	43	70	56	14
Engineering, Architecture and Surveying	**20,341**	**19,801**	**540**	**19,273**	**18,855**	**418**	**1,068**	**946**	**122**
Civil engineering	5,076	4,984	92	4,770	4,692	78	306	292	14
Electrical engineering	2,361	2,346	15	2,246	2,234	12	115	112	3
Mechanical engineering	3,122	3,100	22	2,988	2,971	17	134	129	5
Electrical and mechanical engineering	330	329	1	295	295	—	35	34	1
Chemical engineering	334	328	6	315	312	3	19	16	3
Electronic engineering	3,845	3,776	69	3,711	3,655	56	134	121	13
Production/Industrial engineering	582	559	23	561	540	21	21	19	2
Agricultural engineering	83	82	1	81	80	1	2	2	—
Architecture and town planning	2,097	1,827	270	1,943	1,745	198	154	82	72
Surveying	680	668	12	660	651	9	20	17	3
Other engineering (field specified)	1,245	1,233	12	1,159	1,150	9	86	83	3
Other engineering (field unspecified)	586	569	17	544	530	14	42	39	3
Medical and related sciences	**11,051**	**6,314**	**4,737**	**8,971**	**5,719**	**3,252**	**2,080**	**595**	**1,485**
Medicine	5,904	4,152	1,752	5,019	3,731	1,288	885	421	464
Dentistry	972	780	192	847	728	119	125	52	73
Pharmacy (incl. pharmacology)	2,095	1,042	1,053	1,609	931	678	486	111	375
Other disciplines related to health and medicine	2,080	340	1,740	1,496	329	1,167	584	11	573
Social sciences (incl. economics)	**6,629**	**3,774**	**2,855**	**5,363**	**3,515**	**1,848**	**1,266**	**259**	**1,007**
Social science and sociology	2,550	872	1,678	1,851	799	1,052	699	73	626
Economics and politics	2,461	1,872	589	2,165	1,780	385	296	92	204
Psychology	649	308	341	535	293	242	114	15	99
Other social sciences	969	722	247	812	643	169	157	79	78
Natural and other sciences (incl. computer science)	**11,856**	**7,867**	**3,989**	**9,960**	**7,187**	**2,773**	**1,896**	**680**	**1,216**
Biological sciences	1,979	984	995	1,550	871	679	429	113	316
Biochemistry	774	403	371	600	358	242	174	45	129
Chemistry	2,440	1,758	682	2,078	1,609	469	362	149	213
Physics	817	691	126	723	634	89	94	57	37
Mathematics, statistics	1,287	932	355	1,094	838	256	193	94	99
Computer science	798	622	176	771	611	160	27	11	16
Earth sciences	402	353	49	346	311	35	56	42	14
Physical sciences plus mathematics	1,499	1,063	436	1,295	986	309	204	77	127
Biological sciences plus physical sciences	738	358	380	594	327	267	144	31	113
Other natural sciences (incl. unspecified)	841	486	355	663	442	221	178	44	134
Multiple qualifications at the same level in different major groups	281	217	64	246	200	46	35	17	18
Total all science	**56,752**	**44,155**	**12,597**	**49,908**	**41,338**	**8,570**	**6,844**	**2,817**	**4,027**

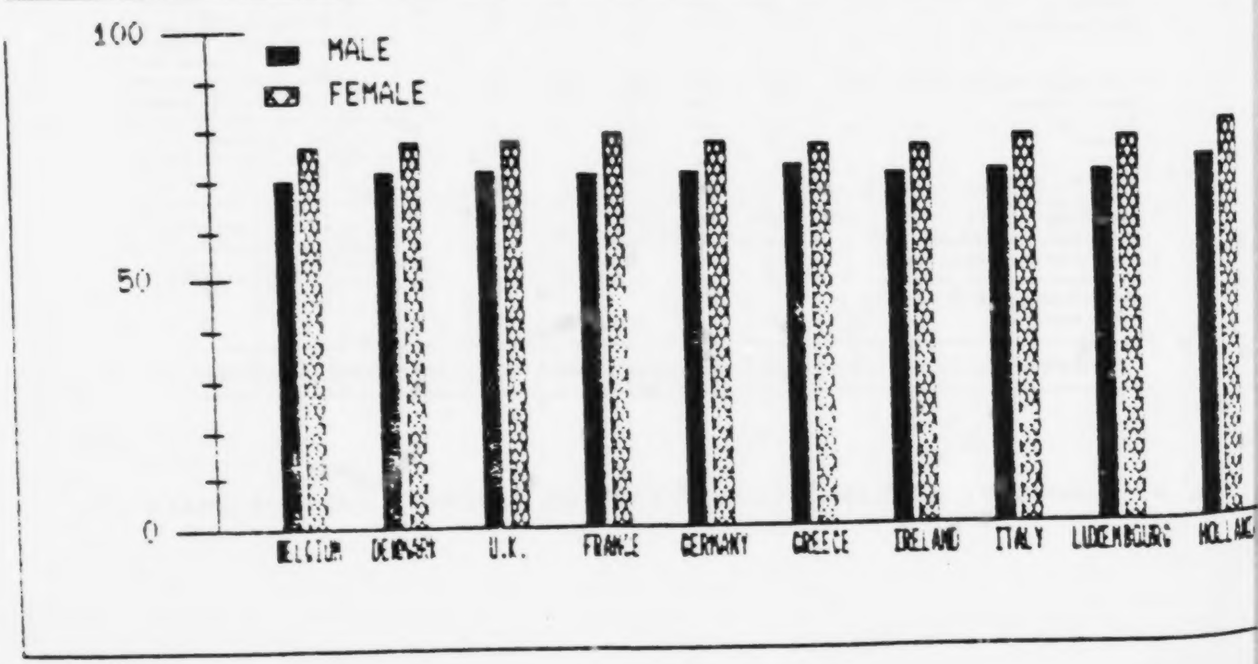
Source: Statistical Abstract of Ireland, various years

Appendix 4

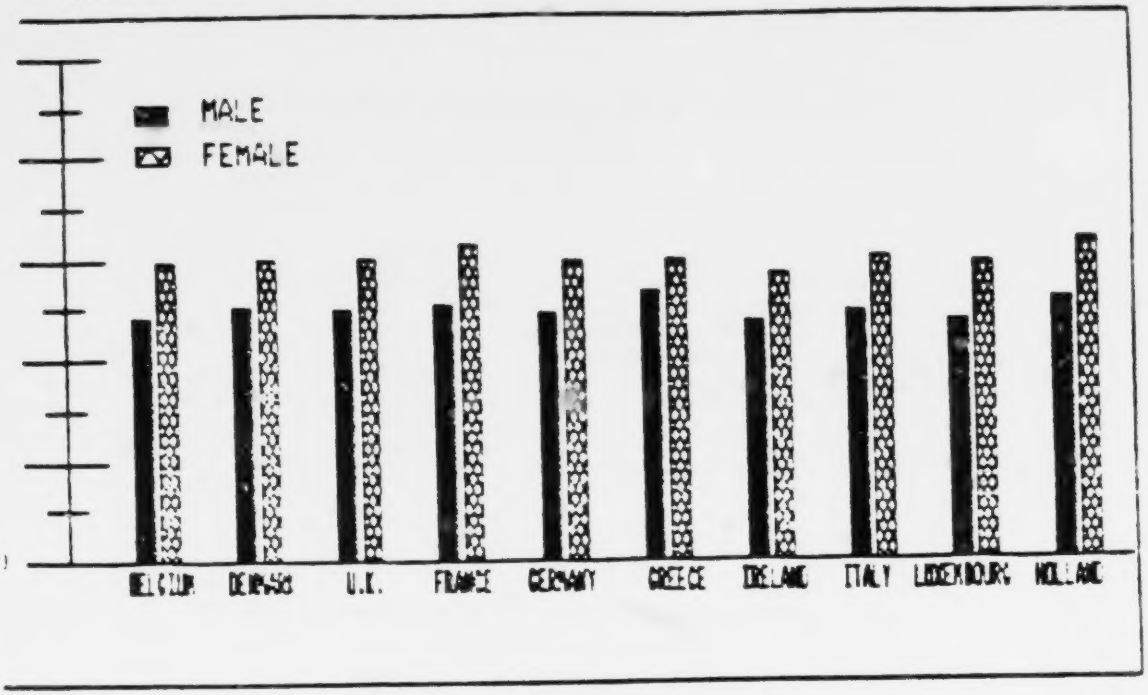
Health and Social Welfare Statistics


BIRTHS PER 1,000 POPULATION IN IRELAND 1974-1985

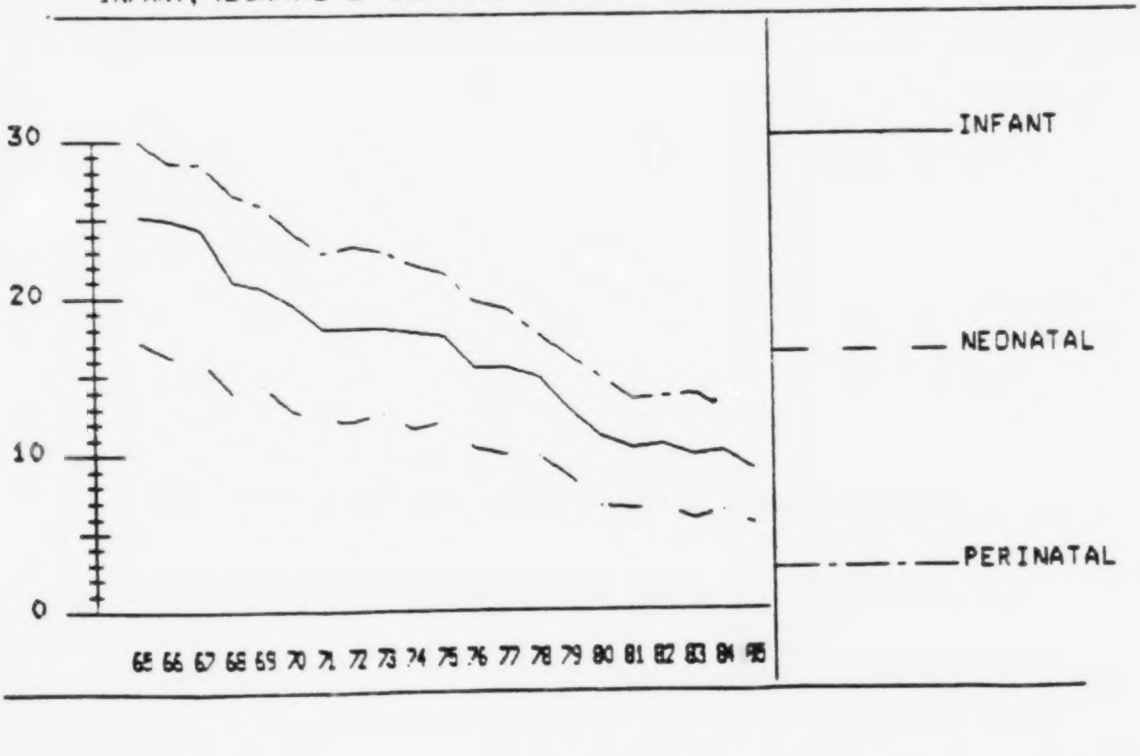
* FORECAST


LIFE EXPECTANCY AT BIRTH IN EEC COUNTRIES

LIFE EXPECTANCY AT AGE 50 IN EEC COUNTRIES



INFANT, NEONATAL & PERINATAL MORTALITY RATES



Main Sources of Income for the Health Services 1986 (estimate)

	£000	% of total income
Exchequer	1092.000	85.7%
Receipts from health contributions	76.500	6.2%
Health Agency own resources:		
charges for maintenance in private and semi-private accommodation in public hospitals	36.200	2.8%
other Health Agency income	43.500	3.4%
E.E.C. and other receipts	21.500	1.7%
Hospital Trust Fund	2.300	0.2%

Source: Report on the Health Services 1983-1986

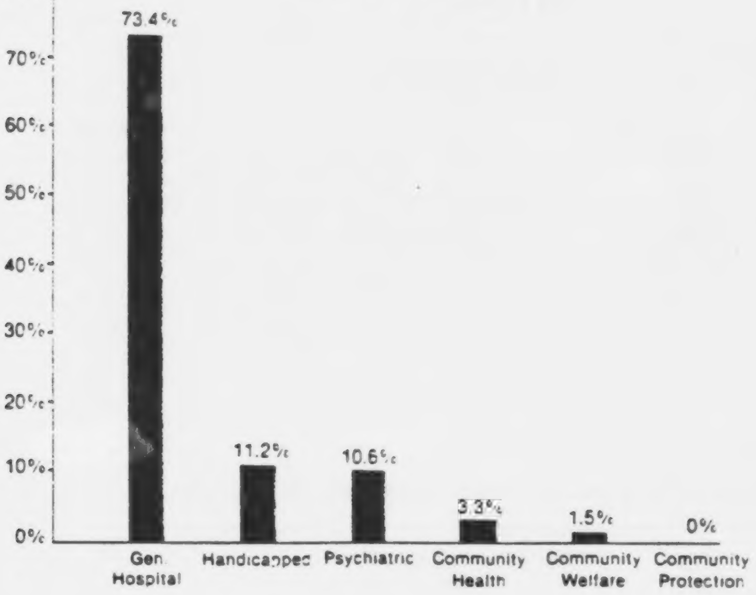
Exchequer Capital Expenditure on the Health Services 1982-1986

Year	Capital Expenditure £m
1982	49
1983	53
1984	55.5
1985	57
1986	58 (estimate)

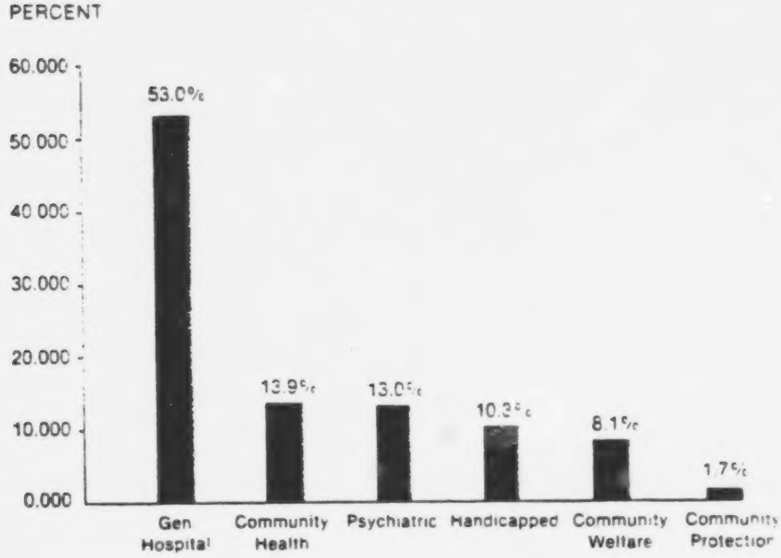
Current Expenditure on the Health Services 1982 — 1986

Year	Total Current Expenditure £m
1982	999
1983	1091
1984	1156
1985	1245
1986	1274 (estimate)

Source: Report on the Health Services 1983-1986



Capital Expenditure on each of the six Major Health Service Programmes as a percentage of Total Capital Expenditure for 1985 (estimated).



Current Expenditure on each of the six Major Health Services Programmes as a percentage of Total Current Expenditure for 1986 (estimate)

ource: Report on the Health Services 1983-1985

Particulars of Families, Children and cost of Children's Allowances, 1975—84.

At 31 December	Families	Children	Cost of Allowances	
	Number		Year ended 31 December	Amount (£)
1975	409,177	1,144,262	1975	45,426,964
1976	420,125	1,152,618	1976	46,319,019
1977	430,553	1,181,449	1977	48,712,428
1978	439,166	1,197,892	1978	50,946,509
1979	447,987	1,200,527	1979	62,599,050
1980	444,829	1,179,368	1980	75,400,000
1981	436,038	1,199,952(1)	1981	99,105,000
1982	459,247	1,196,109	1982	152,305,000
1983	461,834	1,186,086	1983	165,263,000
1984	471,938(2)	1,185,570(2)	1984	172,190,000

(1) Revision of previous figures
(2) At 20 February 1985

Source: Statistical Abstract of Ireland 1982-1985

Supplementary Welfare Allowance Scheme and Expenditure in each year as shown.

Services and Expenditure	1982	1983*	1984*
Persons in receipt of Supplementary Welfare Allowance at 31 March	17.396	18.648	20.504
National Fuel Scheme	84.935	93.813	97.747
		£	
Supplementary Welfare Allowance			
Expenditure for each year ending in December	19.281.805	21.501.158	24.910.322*
National Fuel Scheme (a)	11.857.629	10.685.521	11.776.401*
Total	31.139.434	32.186.679	36.686.723

(a) The National Fuel Scheme came into operation on 1 October 1980 and is administered as part of the Supplementary Welfare Allowance Scheme

Total Beneficiaries in receipt of Supplementary Welfare Allowance and proportion of such persons per 1.000 of the Population. 1981—84.

Administrative Areas	Number of persons at 31 March				Proportion per 1.000 of Population			
	1981	1982	1983	1984	1981	1982	1983	1984
Public Assistance District:								
Carlow	314	320	269	267	7.0	6.3	6.8	6.7
Cavan	197	191	122	188	3.7	3.5	2.3	3.5
Clare	630	655	524	622	9.5	7.5	6.0	7.1
Cork	2.948	3.137*	3.361*	3.742	7.3	7.8	8.4	9.3
Donegal	1.127	1.095	1.129	1.329	9.0	8.8	9.0	10.6
Galway	2.323	1.902	1.781	1.872	13.5	11.1	10.4	10.9
Kerry	1.232	1.180	1.338	1.683	10.0	9.6	10.6	13.7
Kildare	611	808	654	1.101	5.9	8.3	9.2	11.4
Kilkenny	1.137	1.379	1.186*	1.151	16.2	19.5	16.7	16.3
Laoighis	433	291	332*	378	8.5	5.7	6.5	7.3
Leitrim	219	197	192*	239	7.6	7.1	7.0	8.7
Limerick	2.106	1.921*	1.921*	1.805	13.0	11.9	11.9	11.2
Longford	347	251	245	191	11.1	8.1	7.9	6.1
Louth	978	1.190	1.147	1.401	11.6	13.4	13.0	15.9
Mayo	1.654	1.735	1.462	1.530	14.4	15.1	12.8	13.3
Meath	1.763	1.653	1.516	2.222	18.6	17.3	19.0	23.3
Monaghan	206	256	228	237	4.0	5.0	4.5	4.6
Offaly	648	927	618	626	16.2	15.9	14.0	10.7
Roscommon	362	366	392	373	6.6	6.7	7.2	6.8
Sligo	494	636	574*	516	8.9	11.5	10.3	9.3
Tipperary N R	494	455	465*	500	8.4	7.7	7.9	8.5
Tipperary S R	2.001	2.065	2.110	2.336	26.2	27.1	27.7	30.6
Waterford	741	962	924*	2.190	8.4	10.9	10.4	24.7
Westmeath	334	345	398	525	5.4	5.6	6.5	8.5
Wexford	1.227	1.289	1.027	1.298	12.4	13.0	10.4	13.1
Wicklow	611	726	883	1.085	6.9	8.3	10.1	12.4
Dublin	14.837	16.747*	20.406*	21.823	14.8	16.7	20.3	21.8
Total	40.494	42.748	46.006	51.317	11.8	12.4	13.4	14.9

*Estimated

Source: Statistical Abstract of Ireland 1982-1985

Social Assistance (Single Woman's Allowance). Number of beneficiaries at 31 December.

1980	1981	1982	1983	1984
3,142	2,953	2,982	2,990	2,913

. Deserted Wife's Allowance—Number of Beneficiaries at 31 December.

Beneficiaries	1980	1981	1982	1983	1984
Deserted wives	2,920	3,063	3,282	3,478	3,653
Dependent children of wives	4,174	4,431	4,748	5,220	5,759
Total	7,094	7,494	8,030	8,698	9,412

Social Assistance (Unmarried Mothers) Allowance.

	1980	1981	1982	1983	1984
Unmarried mothers	5,267	6,222	7,592	8,534	10,309
Dependent children	6,419	7,582	9,251	10,516	12,685
Total	11,686	13,804	16,843	19,050	22,994

Prisoner's Wife's Allowance. Number of Beneficiaries at 31 December.

Beneficiaries	1981	1982	1983	1984
Prisoners' Wives	148	167	197	256
Dependent children of wives	403	455	532	690
Total	551	622	729	946

Widows' and Orphans' Pensions: Number of Beneficiaries at 31 December. 1979-1984.

	1979	1980	1981	1982	1983	1984
	Number					
Contributory Pensions						
Widows	68,130	[illegible]	71,734	73,632	74,063	76,193
Dependent children of widows	20,056	[illegible]	[illegible]	20,573	18,016	18,471
Orphans	806	872	947	913	[illegible]	867
Non-Contributory Pensions						
Widows	10,452	11,198	12,24[illegible]	13,250	14,566	15,415
Dependent children of widows	5,680	5,361	5,936	6,429	5,147	5,338
Orphans	157	177	153	140	183	197
Total						
Widows	78,582	82,180	83,979	86,882	88,643	91,608
Dependent children of widows	25,736	25,364	25,987	27,002	23,162	23,808
Orphans	963	1,048	1,100	1,053	1,069	1,064
Total	105,281	107,533	111,066	114,937	112,874	116,450

Source: Statistical Abstract of Ireland 1982-1985

Disability and Maternity Benefits: Number of Beneficiaries.

	Years ended 31 December					
	1979	1980	1981	1982	1983	1984
Persons in receipt of disability benefit at beginning of January	69,460	66,326	72,410	69,793	69,479	74,550
In year ended						
Number who received —						
Disability Benefit	305,594	309,363	297,653	281,202	269,700	276,444
Maternity Grant	43,208	44,898	50,155	39,055	14,400	12
Maternity Allowance	16,867	18,489	20,056	19,900	19,285	18,782
Total number of weeks' illness in respect of which disability benefit was paid	3,869,749	3,712,437	3,766,642	3,718,458	3,722,606	3,952,197

Deserted Wife's Benefit. Number of beneficiaries at 31 December.

Beneficiaries	1980	1981	1982	1983	1984
Deserted Wives	2,873	3,124	3,416	3,825	4,403
Dependent children of wives	5,394	5,735	6,271	6,922	8,029
Total	8,267	8,859	9,687	10,747	12,432

Social Assistance Services administered by the State: Payments to Beneficiaries in years as shown.

	Years ended 31 December			
	1981	1982	1983	1984
	£000			
Old Age (incl. Blind) Pensions	176,366	225,000	246,547	264,110
Children's Allowance	99,105	152,305	165,263	172,190
Unemployment Assistance	108,846	168,751	224,066	292,744
Widows' and Orphans' Non-Contributory Pensions	18,198	24,577	29,230	33,196
Social Assistance Allowance				
Deserted Wife's Allowance	5,564	7,553	9,363	10,560
Unmarried Mother's Allowance	10,930	15,883	20,528	25,730
Single Woman's Allowance	3,152	3,798	4,289	4,520
Prisoner's Wife's Allowance	482	580	764	950

Source: Statictical Abstract of Ireland 1982-1985

Appendix 5

(i) Government Policy Statement on Equality of Opportunity between Men and Women in Employment, 1984.

(ii) Equal Opportunity Policy and Guidelines for the Civil Service, 1986.

GOVERNMENT'S POLICY STATEMENT ON EQUALITY OF OPPORTUNITY BETWEEN MEN AND WOMEN IN EMPLOYMENT.

November, 1984

The Government is firmly committed to the principle of equality between men and women in employment.

Basic principles such as equal pay for equal work and equality of opportunity are now firmly established and define a floor of rights for women at work. However, women still remain inadequately represented at executive levels in industry and services and are concentrated in a narrow range of occupations in predominantly low status jobs.

While it would be the policy of most organisations to apply equal opportunities to men and women in accordance with existing equality legislation, the Government considers such limited responses to be inadequate, given the pattern of distribution of the female workforce.

The Government intends to create an environment which will further the application of equality of opportunity. To this end it exhorts all organisations to issue a statement of commitment embodying the principles of employment equality and to provide the necessary encouragement and guidance to staff to implement that policy. Such a statement should include the following components:

1. All members of staff, applicants for employment and contracting agencies shall be made aware of the organisation's policy and commitment to equality of opportunity.

2. Relevant data will be collected and monitored at regular intervals.

3. Recruitment literature, advertisements and in-house journals will reflect the equality of opportunity policy and will not imply a preference for one sex only [e.g. use of photographs, use of language, etc.].

4. All members of staff will receive equal opportunity irrespective of their sex and marital status in all aspects of employment and training.

5. Special awareness training will be devised for all managers and supervisory staff, particularly those engaged in interviewing and selection, so that they are made aware of the various ways employees of either sex can be disadvantaged at work and how equality of opportunity may be applied.

6. Guidelines will be drawn up to ensure that employees generally and women in particular are not confined to narrow restricted areas of work which would restrict their potential for upward mobility. Where necessary, specific training and career planning programmes will be developed to this end.

7. Responsibility for implementation of this policy in accordance with the needs of the body will be assigned to a specified officer, preferably within the Personnel function.

8. The policy will be properly monitored and kept under review and evaluation of progress made will be included in the organisation's annual Report.

EQUAL OPPORTUNITY POLICY AND GUIDELINES FOR THE CIVIL SERVICE.

July, 1986

1. This statement follows on the Government's commitment in the White Paper on the Public Service, "Serving the Country Better", to promote equality of opportunity in the Civil Service. It has been drawn up in agreement with staff interests and in consultation with the Employment Equality Agency.

2. A copy of this statement should be given to every member of staff.

EQUAL OPPORTUNITY POLICY

3. The Civil Service, as an employer, is committed to employment policies, procedures and practices which do not discriminate on grounds of sex or marital status, and which promote full equality of opportunity between men and women.

4. It is the policy of the Civil Service that the principles and practices of equality of opportunity should apply to the recruitment, placement, selection, career development and all other conditions of service of civil servants.

ENCOURAGING EQUALITY

5. Existing legislation (Anti-Discrimination (Pay) Act 1974, Employment Equality Act 1977) prohibits direct and indirect discrimination, however unintentional, based on sex or marital status, in employment.

6. Direct discrimination occurs where a person is treated less favourably than a person of the other sex (or a person of the same sex but of different marital status) is treated, or would be treated, in the same circumstances.

7. Indirect discrimination occurs where a person is obliged to comply with a requirement relating to employment which is not essential to the job but with which a substantially greater proportion of persons of the other sex or of a different marital status is able to comply.

8. No person should be penalised or treated less favourably because of pursuing rights by way of taking action, supporting action or giving notice of intention to take or support action under the equality legislation.

9. While basic principles are prescribed by legislation and are firmly recognised in the Civil Service, reliance on legislative provisions alone will not ensure that equality of opportunity is effectively promoted.

10. The purpose of these guidelines is to build on the statutory position and to create an awareness and a climate in which equal opportunity is developed and promoted in accordance with the spirit as well as the letter of the legislation. Only if Departments recognise the importance of equality of opportunity in the context of progressive personnel management and as a means of developing the full potential of all employees will the guidelines be fully effective. Therefore, Departments are required to adhere to the provisions of this equal opportunity policy statement and guidelines.

CODE OF PRACTICE - EMPLOYMENT EQUALITY AGENCY

11. The Employment Equality Agency's Code of Practice for the elimination of discrimination on the basis of sex or marital status and the promotion of equal opportunity in the workplace outlines the rights and duties spelt out by legislation. In the first instance, individuals may seek advice on possible discriminatory practices from the relevant union. Advice may also be sought from the Employment Equality Agency.

RECRUITMENT

12. In accordance with and subject to the provisions of the Employment Equality Act, all recruitment posts in the Civil Service are open to male and female applicants, irrespective of marital status. Recruitment methods (including those related to job advertisements, job descriptions, job specifications, application forms, marking schemes, etc.) and publicity material should encourage applications from suitable candidates of both sexes and should not discriminate on grounds of sex or marital status.

13. Recruitment documentation and publicity material (e.g. job advertisements, job descriptions, application forms) should indicate that the Civil Service is committed to a policy of equal opportunity.

14. It is essential to ensure that there is no bias against candidates on grounds of sex or marital status at interview boards. Interviewers should not make assumptions about the suitability of individual officers for certain types of work on grounds of sex or marital status which could influence the recruitment decision.

15. Questions at interviews should refer only to the requirements of the job. Care should be taken that questions relating to personal circumstances, e.g. marriage plans, family planning intentions, children etc., are not asked. Where it is essential to assess whether personal circumstances will affect performance of the job (e.g. where the job involves unsocial hours, extensive travel), relevant questions, where they are deemed absolutely necessary, should be asked equally of male and female, single and married, applicants and the answers should be evaluated on the same basis for each.

16. As a matter of policy, both sexes should be represented, where possible, on interview boards. Board members should be instructed in good interview practice and in the prevention of discrimination. In particular, guidance for selection boards should give detailed information on the prevention of discrimination.

PLACEMENT AND MOBILITY

17. Initial assignments and later career moves should be made in such a manner that all men and women have an equal opportunity to undertake a full range of tasks, including the most demanding duties of the grade. To this end, posts in any grade should not be identified as being more appropriate to staff of a particular sex or marital status, especially where one sex has been traditionally under-represented. Assignments to posts should be made without discrimination on grounds of sex or marital status. Placement policy should avoid any real or perceived discrimination in this regard. In furtherance of this policy, Departments should encourage women to pursue career paths which will rectify under-representation, encounter the more demanding jobs and maintain them on an equal footing with men when promotions are being considered.

TRAINING

18. Departments should ensure that on and off-the-job training is equally available to all staff and encourage a balanced participation by both men and women in the training opportunities available to them.

19. Departments should ensure that assumptions about future career intentions or family responsibilities of staff are not allowed to influence adversely decisions in relation to their training and development.

20. The provision of training to meet the special and additional needs of female staff of all grades may require departing from standard arrangements in some way. Section 15 of the Employment Equality Act specifically provides for single-sex training in certain circumstances. Single-sex training programmes, such as The Woman Manager course presented by the Civil Service Training Centre and other initiatives on these lines, should continue to be provided centrally and encouraged in Departments.

21. In addition, the training function should help to promote attitudinal change and to challenge assumptions about men's and women's roles which can adversely influence recruitment, placement, promotion and career development decisions.

22. For the Equal Opportunity Policy to be genuinely effective, all those who are involved at any level in the development of staff and specifically in placement, staff reporting (including appraisal), selection and interviewing, should be made aware of their responsibility for implementing the policy and of the various ways in which employees of either sex can be disadvantaged in the work-place. 'Special awareness' training should be provided and made available for managers and supervisory staff to enable them to fulfil their commitments in this regard.

23. The equal opportunity dimension should, where appropriate, be included in training programmes and should specifically form part of induction training and courses in interviewing techniques.

PROMOTION

24. There should be equality of opportunity at all stages of the promotion process.

25. Management should ensure that all male and female staff are aware of the career opportunities open to them. Moreover, they should encourage them to compete in promotion competitions and ensure that there are no impediments (e.g. lack of experience or training) which would disadvantage them in the promotion situation.

26. Those with responsibility for staff should ensure that a sex or marital status bias, or any assumptions about mobility or length of future service, are not introduced into staff reporting arrangements whether formal or informal and including assessment and appraisal systems. Official circulars which invite applications for promotion competitions should inform applicants that the civil service is committed to a policy or equal opportunity.

27. Promotion procedures (e.g. those relating to job descriptions, job specifications, application forms, marking schemes etc.), whether related to competitions or internal selection, should not discriminate either directly or indirectly on grounds of sex or marital status.

28. The references to interview boards in paragraphs 14 to 16 apply equally to recruitment and promotion boards.

COMBINING WORK AND FAMILY RESPONSIBILITIES

29. Staff with family responsibilities may have greater difficulties regarding attendance arrangements than other staff and reasonable efforts should be made within existing arrangements to enable such staff to reconcile their work and their family responsibilities.

30. All staff should be made fully aware of existing provisions relating to the following areas which are of special interest to staff with family responsibilities and of any further improvements in these and ancillary areas which may emerge from negotiations with staff interests from time to time:

maternity leave
special leave
reinstatement
job-sharing
career breaks

31. Departments should facilitate, as far as possible, special leave for urgent domestic affairs under Circular 2/76.

32. The job-sharing and career-break schemes have a contribution to make in enabling staff in general to combine home and work responsibilities.

33. Flexible Working Hours can also make an important contribution in this area. Where circumstances permit Departments should consider the introduction or extension of this arrangement.

34. Departments should actively promote these and future arrangements at all grade levels and encourage staff to consider these options where appropriate.

LANGUAGE

35. The Civil Service is committed to the use of non-discriminatory language in all documents, both internal and external, in recognition of the fact that language used in such documents can play an important role in conditioning attitudes. Words which have no gender, e.g. "person" and "applicant" and/or language which specifically refers to both genders e.g. "he/she", should be used as far as possible. Literature in this context also includes display materials and photographs.

SEXUAL HARASSMENT

36. Sexual harassment is defined as any repeated or unwanted verbal or physical advances, sexually derogatory statements, or sexually discriminatory remarks made by someone in the workplace which are offensive or objectionable to the recipient or which cause the recipient discomfort or humiliation or which interfere with the recipient's job performance.

37. It is the policy of the Civil Service that all employees must be free to perform their duties without sexual harassment from other staff members. Sexual harassment will not be tolerated. Any complaint involving sexual harassment should be immediately and seriously investigated and, if substained, will be regarded as ground for disciplinary action.

MONITORING THE POLICY

38. Personnel Units should be designated as having special responsibility for monitoring the effectiveness of the Equal Opportunity Policy in their own Departments. In particular, line managers should be made fully aware of and fully implement the Equal Opportunity Policy.

39. All aspects of personnel policies and procedures should be kept under review to ensure that they actively promote equal opportunities.

40. The Department of the Public Service, in consultation with the General Council Sub-Committee on Equality, will have responsibility for the monitoring of the general implementation of the Equal Opportunity Policy. Departments will be required to keep certain records and to report annually to the Department of the Public Service.

Appendix 6

Irish Women's Groups affiliated to the Council for the Status of Women

ORGANISATIONS AFFILIATED TO THE COUNCIL FOR THE STATUS OF WOMEN

ORGANISATION	**PURPOSE**
ACOT Irish Agricultural Advisors' Organisation	Provides an information service and advice on agricultural matters.
AIM Group for Family Law Reform	Support, information and a legal referral service for people with problems to do with marriage breakdown, and pressure group in the area of family law reform.
ALTRUSA	Promotes the advancement of women in business and professional areas. It's main objective is to enable professional women to work together and give service to those in need. It provides grants for training students in developing countries. It also operates an International Literacy Project.
ASTI Association of Secondary Teachers of Ireland	Union Activities
ASTMS Association of Scientific, Technical and Managerial Staffs	Union Activities
ATHE Assocation of Teachers of Home Economics	Endeavours to promote Home Economics both educationally in schools and generally to encourage home and family life. Especially interested in education for health. Supports right of women to work outside the home and therefore seeks to change traditional ideas of the father's role in the home.
AWCS Association of Widows of Civil Servants	Works to secure full benefits for widows of public servants who died before 23 July 1968.
BPWC Business and Professional Women's Clubs	Organised business and professional women to work for a high standard of service and the advancement of women in economic, civil and political life.
CASE Campaign against Sexual Exploitation	Campaigns to make public aware of pornography - particularly in the area of advertising, which is so pervasive and insidious. It provides slide shows for groups, schools etc. to publicise the plight of women in pornography and to study the attitudes which support sexual exploitation. It is presently actively engaged in the campaigning for new laws on "Video Nasties", a civil law based on an equality and sex discrimination basis, and a criminal law to deal with publications.
CHALLENGE	Challenges the constitutionality of laws relating to tax, health and social welfare.

CHERISH	Campaigns on behalf of one-parent families, pressing central & local government & other bodies for the policies and services which one-parent families need. Offers a free and confidential service which includes legal advice and helps with housing problems, social security, taxation and maintenance.
CMU Childminders' Union	Campaigns to get the work of full-time childminders in the home recognised and remunerated by the State.
COMHLAMH WOMEN'S GROUP	Works to influence the sending agencies to the Third World to direct their aid into the right areas - women are the farmers and produce the food in these parts of the world, so programmes should be aimed at them not at the men, tinned milk instead of breast-feeding should not be advocated, etc. Seconly Comhlamh W.G. are concerned with themselves - how are they treated by the organisation?
CFWO Cork Federation of Women's Organisations	Umbrella organisation for women's groups in Cork
Clonmel Rape Crisis Centre	Aims to offer confidential non-judgmental peer counselling to anyone who has been raped or sexually assaulted; to increase public awareness of the reality of sexual abuse, to press for legal reform and preventive measures.
Clonmel Women's Group	Provides a space for women to look at their lives, their relationships and how society affects them. Mainly concerned with discussion but practical work often results. Main project for 86/87: to set up a Women's Studies Course and a training programme on "How to Start and Run Your Own Group".
CWF Catholic Women's Federation	Provides continuing education for its members by promoting and fostering social actions. Encourages members to participate in community services. Collaborates with other women's organisations at home and abroad on matters of mutual interest.
Dublin Lesbian Discussion Group	Provides an informal discussion and supportive meeting space for women who are questioning or having doubts about their sexuality. Referrals are made to the group from Lesbian Line.
Dublin Lesbian Line Collective	Provides a contact, listening and information service for women who are questioning their sexuality.
D.R.C.C. Dublin Rape Crisis Centre	Counselling, support and information service for rape victims.
DWWC Dublin Well Woman Centre	Helps women with all aspects of health.
GINGERBREAD	Works for the improvement of the social circumstances of one-parent families.
IADSA Irish Association for Dental Surgery Auxiliaries	Involved in all matters affecting the interests of dental surgery auxiliaries.
ICA Irish Countrywomen's Association	Aims at the improvement of rural life; has about 900 Guilds throughout the country where local women meet.

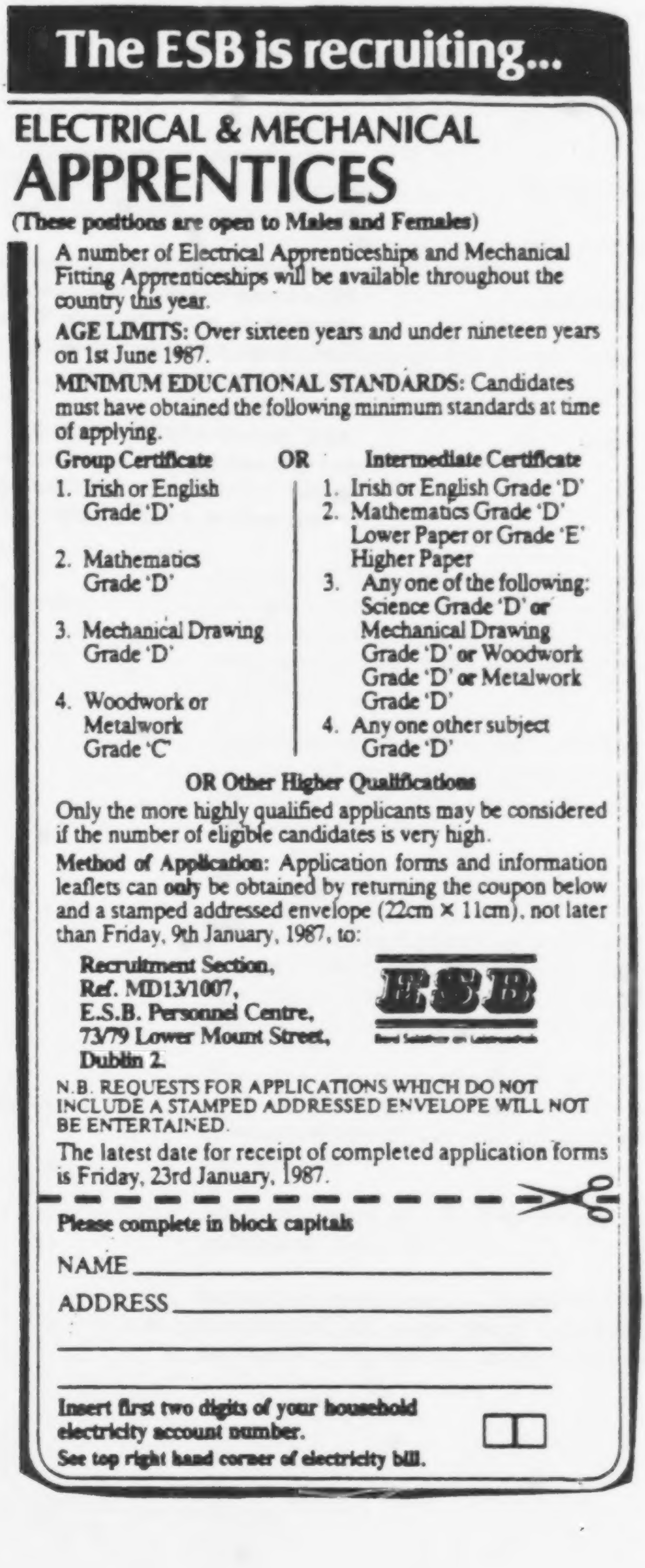
	inter-denominational. Involved in community service, neighbourliness and self-reliance, local patriotism and cultural traditions. Devises action programmes - especially co-ops.
NAWI National Association of Widows in Ireland	Seeks employment and childcare facilities for widows who work. Helps widows adjust to a new role in society. Seeks reform in social conditions and association with other women's organisations with social problems. Provides information service and social centre for newly bereaved widows.
Open Line Counselling	Provides a supportive counselling and comrehensive referral service principally for pregnant women as well as information on matters of women's health and sexuality.
PWA Presbyterian Women's Association	Seeks to unite the women of the Church.
Redwood Ireland Training Association	Redwood Ireland is a group of women trained to facilitate Assertiveness and Sexuality courses. Their objective is to encourage Equality i.e. treating ourselves and others with respect, responsibility i.e. not blaming others for our difficulties, and choice i.e. as a result of this respect and responsibility. They operate as a peer support group committed to maintaining standards in this work and meet monthly to review material.
SWG Sligo Women's Group	Actively promotes health, campaigns for divorce where marriage has irretrievably broken down, campaigns against violence against women, acts a a pressure group in areas of discrimination against women.
SOROPTIMISTS	Aims to maintain high ethical standards in business and professional life, and to advance the status of women. Also involved in public-speaking training.
TUI Teachers' Union of Ireland	Union activities
TUWF Trade Unions Women's Forum	Aims to encourage working women to join and participate in Trade Union activities at all levels.
WWG Wexford Women's Group	Active in educational and social work for the women of Wexford, especially in areas where women are discriminated against or suffer through adverse social conditions.
UCD Women's Studies Forum	Provides an environment where women with different experiences and from different backgrounds and disciplines can share ideas, research and resources creatively and constructively. Also seeks to offer women outside the University opportunities to share and contribute to discussion and debate generated by women in the University.
WOMEN'S AID	Provides refuges for victims of family violence, presses for necessary reforms in family law.
WIL Women in Learning	WIL is a collective founded to provide an alternative way of education for adult women. It arranges courses on matters of central interest to

IDEA Improvement of Day-time Education for Adults	Adult Education
ICT of Irish Childbirth Trust	Provides caring support and promotes the mental and physical welfare parents in Ireland through education for childbirth and parenthood. Assists expectant mothers in bearing their children consciously, happily and without fear by means of ante-natal support groups and counselling for infant nutrition.
IFA Irish Farmers Association	Works for the improvement of the economic circumstances of farmers.
IFPA Irish Family Planning Association	Family Planning
IFUW Irish Federation of University Women.	Promotes international understanding, education and development between university women.
IHA Irish Housewives' Association	Aims to unite housewives so that they recognise and gain recognition for the right to play an active part in all spheres of community planning.
INTO Irish National Teachers' Organisation	Union activities
IAIMS Irish Association for Improvements in the Maternity Services	Provides information for parents and prospective parents re choice of hospitals, how to deal with medical profession, how to approach health boards. Very involved in movement against the closure of small maternity units. Seeks to ensure that more choices are available to people.
LFWO Limerick Federation of Women's Organisations	Umbrella organisation for women's groups in Limerick each with its own aims and ideals. Member groups co-operate in organising public meetings on central issues, educational courses for women and venues where women can meet.
Limerick Rape Crisis Centre	Offers a counselling and support service to women and children who have been raped or sexually assaulted. Seeks to give such victims all the medical and legal information they require and to provide information and education to the general public about rape. Also hopes to provide speakers to any organisation or institution. It is also a feature of LRCC to go out to meet rape victims.
MWA Methodist Women's Association	Primarily a religious organisation seeking to bring women together within the church. Seeks to enable members to deepen Christian committment through fellowship and to bring Christian teaching into all areas of life.
MU Mothers' Union	Particularly concerned with all that strengthens and preserves marriage and Christian family life.
Muintir na Tire	National movement based on Christian social principles to promote the welfare of Irish people through a process of community development. Non-sectional, non-party political and

	women - such as Health, Reproductive Technology, Child-Psychology, Women's Relationships with Women. The chief aim of WIL is to provide educational courses by and for women in accordance wtih feminist principles.
WIME Women in the Media and Entertainment	Works to further employment and work opportunities for women in theatre, radio and TV. Fights discrimination against women in these areas.
WG of IMO Women's Group of the Irish Medical Organisation	Aims to further the careers of female doctors and improve the health care of patients.
WIN Women's Information Network	Aims to increase women's awareness of their roles in changing society, provide skills for change, run women's studies courses, provide a support network for women etc.
WPA Women's Political Association	Aims to encourage the participation of women in political life. Actively supports women candidates in election campaigns. Organises the annual 'Focus on Women' seminar in Dublin. Runs assertiveness training and public speaking programmes. Lobbies politicians on women's issues.
Women's Studies Assoc. Ireland	Aims to create a forum and network within which people interested of and involved in women's studies can contact others; to research and publish information for and about women; to encourage the development of women's studies within and without the system.

Appendix 7

Equality Legislation and Advertising - some examples



The ESB is recruiting...

ELECTRICAL & MECHANICAL
APPRENTICES

(These positions are open to Males and Females)

A number of Electrical Apprenticeships and Mechanical Fitting Apprenticeships will be available throughout the country this year.

AGE LIMITS: Over sixteen years and under nineteen years on 1st June 1987.

MINIMUM EDUCATIONAL STANDARDS: Candidates must have obtained the following minimum standards at time of applying.

Group Certificate	**OR**	**Intermediate Certificate**
1. Irish or English Grade 'D'		1. Irish or English Grade 'D'
2. Mathematics Grade 'D'		2. Mathematics Grade 'D' Lower Paper or Grade 'E' Higher Paper
3. Mechanical Drawing Grade 'D'		3. Any one of the following: Science Grade 'D' or Mechanical Drawing Grade 'D' or Woodwork Grade 'D' or Metalwork Grade 'D'
4. Woodwork or Metalwork Grade 'C'		4. Any one other subject Grade 'D'

OR Other Higher Qualifications

Only the more highly qualified applicants may be considered if the number of eligible candidates is very high.

Method of Application: Application forms and information leaflets can **only** be obtained by returning the coupon below and a stamped addressed envelope (22cm × 11cm), not later than Friday, 9th January, 1987, to:

Recruitment Section,
Ref. MD13/1007,
E.S.B. Personnel Centre,
73/79 Lower Mount Street,
Dublin 2.

N.B. REQUESTS FOR APPLICATIONS WHICH DO NOT INCLUDE A STAMPED ADDRESSED ENVELOPE WILL NOT BE ENTERTAINED.

The latest date for receipt of completed application forms is Friday, 23rd January, 1987.

Please complete in block capitals

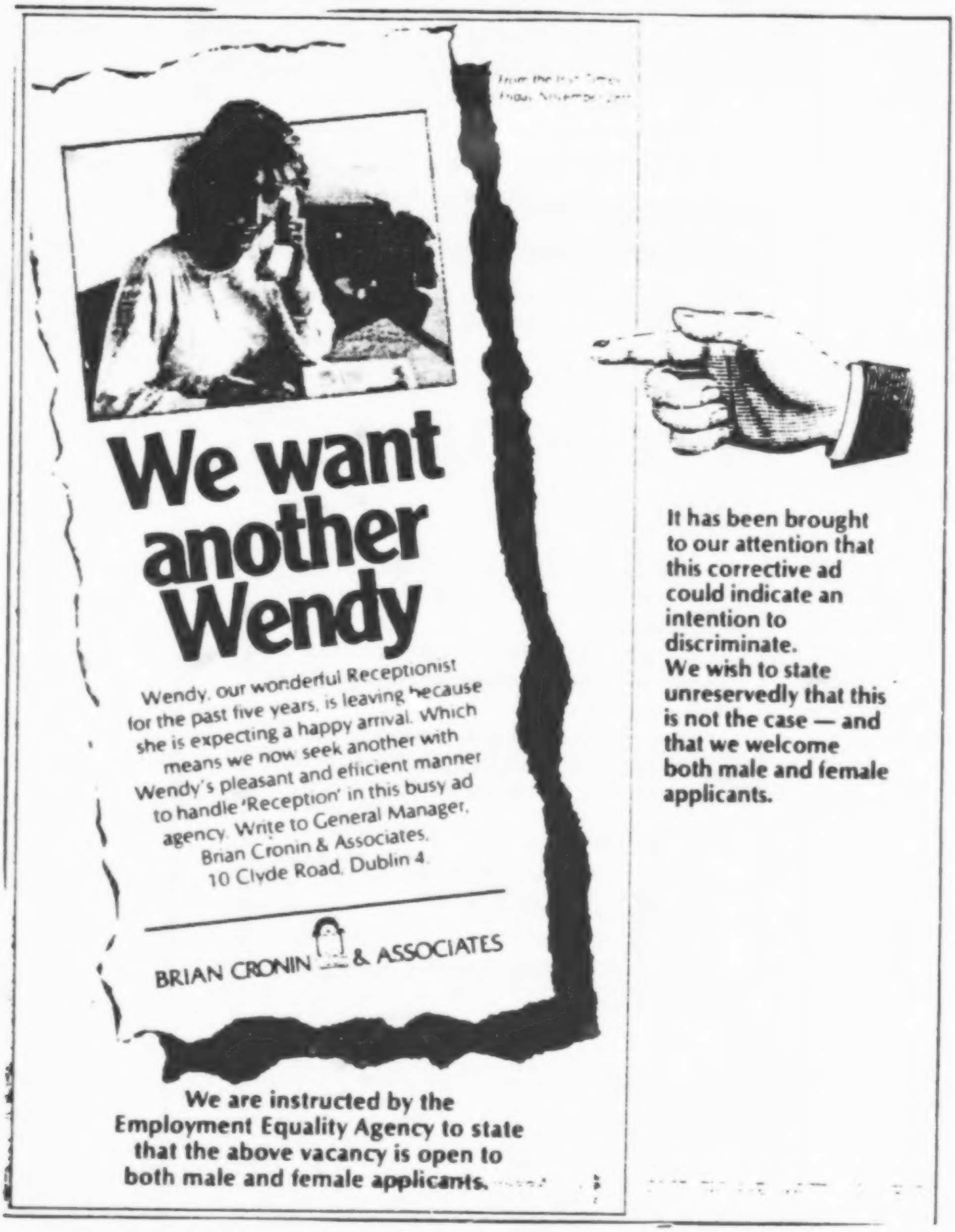
NAME ______________________________

ADDRESS ____________________________

____

____

Insert first two digits of your household electricity account number. ☐☐
See top right hand corner of electricity bill.



From the [illegible] Times
Friday November [illegible]

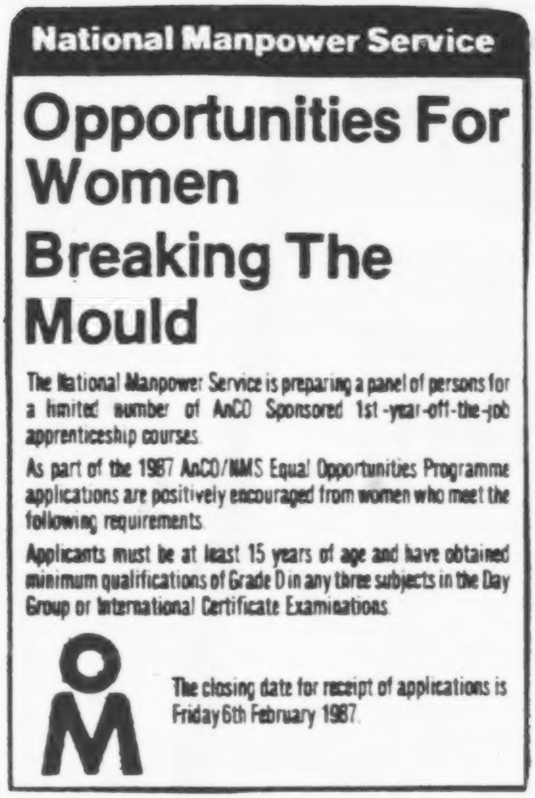
We want another Wendy

Wendy, our wonderful Receptionist for the past five years, is leaving because she is expecting a happy arrival. Which means we now seek another with Wendy's pleasant and efficient manner to handle 'Reception' in this busy ad agency. Write to General Manager, Brian Cronin & Associates, 10 Clyde Road, Dublin 4.

BRIAN CRONIN & ASSOCIATES

We are instructed by the Employment Equality Agency to state that the above vacancy is open to both male and female applicants.

**It has been brought to our attention that this corrective ad could indicate an intention to discriminate.
We wish to state unreservedly that this is not the case — and that we welcome both male and female applicants.**



National Manpower Service

Opportunities For Women

Breaking The Mould

The National Manpower Service is preparing a panel of persons for a limited number of AnCO Sponsored 1st-year-off-the-job apprenticeship courses.

As part of the 1987 AnCO/NMS Equal Opportunities Programme applications are positively encouraged from women who meet the following requirements.

Applicants must be at least 15 years of age and have obtained minimum qualifications of Grade D in any three subjects in the Day Group or International Certificate Examinations.

The closing date for receipt of applications is Friday 6th February 1987.

Careers in the Public Service

Forms and details from
The Secretary of the Commission
1 Lower Grand Canal Street, Dublin 2.
Scríobh chugainne i nGaeilge más fearr leat.

Further vacancies may be filled from these competitions

INDUSTRIAL INSPECTOR GRADE III (8)

(Safety and Health, Ecotoxicology; Chemical Data Evaluation)

The Department of Labour wishes to recruit to its Industrial Inspectorate persons with a degree or equivalent in one of the following disciplines -

A Biochemistry, Biology, Environmental Science
B Physical Chemistry, Physical Organic Chemistry, Analytical Chemistry
C Physics
D Mechanical Engineering (2 posts)
E Chemical Engineering (2 posts)
F Electrical Engineering

The Industrial Inspectorate is the Safety Advisory and Accident Prevention Service of the Department. It is concerned with the safety, health and welfare of people at work and people potentially affected by work activity. Its function is to ensure the observance by employers and other persons of the laws designed to give workers, and those potentially affected by work activity, a safe and healthy environment.

The principal task of the appointees to posts at A and B will be the safety evaluation of new chemicals and the implementation of existing and proposed European Community Directives on the classification, packaging and labelling, notification, marketing and use of dangerous substances and preparations; the principal tasks of the other appointees will be factory inspection, furnishing of technical information on safety matters, investigation of accidents at work and preparation of technical reports including proposals for occupational safety, health and welfare legislation. Inspectors may be based in Dublin or in provincial locations.

Upper age limit: 45 years

Salary in the range: £10,159–£18,795 (from 1st January, 1987)

Closing date: 12 February 1987

Statistician

in the Civil Service

Essential: First or Second Honours degree, or an equivalent qualification, in **Statistics, Mathematics, Mathematical Physics, Economics**

or

First or Second Honours degree, or equivalent qualification **in any other discipline**, having qualified in the subject Statistics in the second or subsequent year of the course leading to the degree; six months experience in statistical surveys in the social or economic field

Upper age limit: 35 years

Salary in the range: £9,843–£19,122 (from 1st January, 1987)

Closing date: 29 January 1987

Consultant Histopathologist

South Eastern Health Board
Waterford Regional Hospital

Essential: MD, PhD (in an appropriate subject), MRCPI, MRCPath, or a Certificate of an American Board, or equivalent; six years experience, including four years experience in histopathology and morbid anatomy.

Closing date: 5 February 1987

Senior Executive Engineer

Laois County Council

Essential: Degree, or equivalent, in engineering, seven years experience

Closing date: 15 January 1987

Senior Executive (Planning) (2)

Dublin Corporation

Essential: A recognised qualification in town planning; five years experience

or

degree, or equivalent, in architecture or engineering or in which economics, geography or sociology was taken as a major subject, or Diploma in Environmental Economics (with town planning as a subject in the final year), or eligibility by examination for corporate membership of the Planning and Development Division of the RICS, seven years experience

Closing date: 15 January 1987

Director of the National Archives

For particulars see Appointments Columns on Friday, 19 December, 1986

The Civil Service and Local Appointments Commissioners are committed to a policy of equal opportunity

If your son or daughter has a head for business, give them their head.

When we consider career options with our children, we traditionally favour the professions, the banks, the civil service and teaching.

Unfortunately, in the past, this has meant that too few of our young people considered career opportunities in industry.

Today, there is no greater intellectual challenge than manufacturing industry. Developing and marketing new products which can compete successfully in world markets requires skills of a high calibre. That's why we need to attract the brightest and best of our younger generation into manufacturing.

Because manufacturing is at the heart of the economy. We all depend on its growth and success.

So, if your son or daughter shows an interest in a career in industry, support them. Because the rewards of manufacturing are considerable - including the possibility of being your own boss.

IDA Ireland

INDUSTRIAL DEVELOPMENT AUTHORITY

WILTON PARK HOUSE. WILTON PLACE. DUBLIN 2. TELEPHONE 686633. 688444. 602244